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ABSTRACT

A survey of professional nurses registered by the New York State Education Department was conducted in 1983, updating 1961, 1973, and 1977 surveys. Usable responses were completed by 171,109 registered nurses (RNs) licensed by the state and 137,116 in-state RNs (82% response rate). In-state RNs who were employed in nursing in New York numbered 109,501. Information was obtained on respondents' personal characteristics (sex, age, and racial/ethnic origin), and comparative national data were also assessed. For all in-state RNs and the RNs currently employed in nursing in New York, information was collected on basic nursing education preparation, location of basic nursing program, highest degree held, and major postbaccalaureate, graduate-level nursing specialty area, when applicable. Geographic distribution (New York region and county, and other state) was also determined for both in-state RNs, those in-state RNs employed in nursing, and 33,993 out-of-state RNs who were licensed by New York. Additional areas of study included employment status, reasons if not employed, salary earned from nursing, employment setting, primary responsibility, and major clinical area. Statistical tables arranged by county, the questionnaire, and map of designated New York State Health Service Areas are appended. (SW)

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1983 Survey of Registered Nurses Licensed By New York State Education Department

Bureau of Postsecondary Research, Information Systems and Institutional Aid
in Cooperation with The Nursing Education Unit, Office of the Professions

September 1985

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I. INTRODUCTION

Periodically, the New York State Education Department has conducted surveys of nurses within the State for the purpose of providing trend data to health care and educational policy makers. Survey information has proved invaluable in forecasting the future direction of health care and determining the corresponding nursing care needs. New York State alone registers more than 12 percent of the nation's registered nurses (RNs) and about the same proportion of the employed RNs.^{1,2} The decisions made about health care delivery and education in New York State affect both the State and the nation.

Planners today are challenged by a world of striking contrasts. They are faced on one hand by a world of expanding possibilities and on the other by the stark reality of shrinking resources. Forecasters of nursing needs must add to their deliberations many significant trends and consider the implications of these trends on the number, quality, type, and mix of the nursing personnel needed to meet the public's health care needs for the next two de-

cares. Among the factors to be considered are: the increasing rise of ethical and moral questions surrounding life, birth, death; the shift from not-for-profit to profit motives of health care institutions; the advent of diagnostic-related health care payment programs; the transfer of the delivery of care from acute-care agencies to community, home, and outpatient settings; the growth in numbers of retired senior citizens; and the juxtaposition of unprecedented technological advancement with pockets of unemployment, poverty, hunger, and illiteracy.

This survey was never intended to provide all of the information necessary to adequately serve policy makers confronting these issues. In combination with other resource data on nurses and studies on personnel needs, however, it can supply baseline data on selected characteristics of New York's registered nurses and furnish information which will assist those who face planning decisions and who must determine public policy.

II. PURPOSES OF THE SURVEY

This survey was designed to provide 1983 data on selected characteristics of registered professional nurses (RNs) registered by the New York State Education Department. It continues and expands upon a data base which was collected in surveys conducted in 1961, 1973, and 1977. More specifically, the purposes of the inquiry are to:

1. supply data on RNs and, in coordination with forecasts on State needs for nurses, assist policymakers in planning for the future;
2. provide data by region and nursing specialty to assist judgments about these personnel needs;
3. assist the New York State Education Department in its responsibility to evaluate basic and graduate nursing education programs;
4. respond to the many requests from organizations, institutions, agencies, groups, and individuals for statistical information; and
5. lay the foundations for future studies on RNs.

¹ National League for Nursing, *NLN Nursing Data Book 1983-84: Statistical Information On Nursing Education and Newly Licensed Nurses*, Publication no. 19-1954, New York, National League for Nursing, 1984, p. 1. Stated percentages are based on 1982 national data, data on numbers of RNs registered by New York State, and overall estimates of RNs employed in nursing based on average proportions of New York's in-state and out-of-state RNs employed in nursing. U.S. data rose in 1982 to 1.7 million persons having current licenses to practice and 1.36 employed in nursing from 1,662,382 and 1,272,851, respectively in 1980.

² Secretary of Health and Human Services, Margaret M. Heckler, told a conference of deans of nursing schools that the number of active registered nurses increased from 621,000 in 1965 to 1,450,300 in 1984 and that twice as many nurses with geriatric preparation would be needed by 1990. *The New York Times*, "Training Fund for Nurses Faces Cut," Saturday, April 27, 1985, p. 28.

III. METHOD

The Nursing Education unit and the Bureau of Postsecondary Research, Information Systems and Institutional Aid of the New York State Education Department planned and carried out the survey.

The methods were selected to supply relevant data on Registered Professional Nurses (RNs) licensed by the New York State Education Department. Because not all RNs holding New York licenses live and work in this State, emphasis was placed on analyzing data on RN respondents with New York mailing addresses (in-state) at the time of the survey. Data also are included on the RNs with mailing addresses outside of New York State (out-of-state).

A. Population

By April 1983, the number of RNs licensed and registered by the New York State Education Department totaled 209,095, including 166,243 who had in-state mailing addresses. During May 1983, survey questionnaires were mailed to all RNs licensed by New York. A total of 171,109 or 81.8 percent of all RNs and 137,116 or 82.5 percent of in-state RNs returned usable questionnaires. In-state RN respondents who are employed in nursing in New York numbered 109,501. The out-of-state RNs numbered 42,852, of whom 33,993 (79.3 percent) returned usable questionnaires. About 23,466 out-of-state respondents are employed full time or part time in nursing. Approximately 3,188 of the out-of-state respondents are employed (full time = 76.3 percent; part time = 23.7 percent) in nursing in New York.

In the 1983 survey, a questionnaire was included in the mailing of the reregistration form to all New York State RNs. The response rate of 81.8 percent is considered excellent and compares well with the 1977 survey (conducted by the ANA) when the response rate was 83 percent. Total population surveys always have the potential of some bias. Because the known and total population is large, the survey results may be assumed to apply to all RNs in New York at the time of the survey.

A total of 29,127 RNs did not return their questionnaires. Registered nurses with New York City addresses comprise 38 percent (about 11,068) of the nonrespondents but only 29 percent of the respondents.

B. Questionnaire

The questionnaire consisted of both sides of a 5 x 7 card and contained 18 check-off items. A questionnaire sample

appears in Appendix B. The last eight questions on employment and practice excluded respondents whose status is unemployed or employed in a field other than nursing

1983 Response Rate of Questionnaires

	Mailed		Returned and Usable	
	No.	%	No.	%
All RNs	209,095	100	171,109	81.8
In-state RNs (79.5% of all RNs)	166,243	100	137,116	82.5
In-state RNs employed in nursing	—	—	109,501	—
Out-of-state RNs (20.5% of all)	42,852	100	33,993	79.3
Out-of-state RNs employed in nursing	—	—	23,466	—
Out-of-state RNs employed in nursing in New York	—	—	3,188	—

C. Analysis of Data

The questionnaires provided data for analysis in five major groupings of characteristics (see Section IV). The report of the findings is divided into subsections, each dealing with one of the major groups of characteristics under study.

The statistical tables for each grouping appear in the relevant section. The numbers and percents shown in the tables exclude the nonresponses in the tabulations of percentages. Most of the tables refer to the 137,116 in-state respondents (i.e., the respondents who showed in-state mailing addresses). Some of the tables on employment and practice characteristics pertain only to the 109,501 in-state RNs who reported being employed in nursing in New York State. Some tables deal with the in-state respondents who indicated that they were not employed in nursing. These departures are noted and all tables are labeled accordingly. Tables for the out-of-state respondents appear after the comparable table on in-state respondents. Several comparisons are made between in-state and out-of-state respondents.

Some questions and responses from this 1983 survey were comparable with those of the 1973 and 1977 surveys.

Where possible, comparisons between 1983 survey data and previous data are made.

Tables are omitted on the replies for the survey question on major clinical teaching or practice area. The ambiguity of the question may have resulted in the wide distribution of the replies and the lack of differentiation. Only the most common replies are reported.

The tables which report data geographically use the eight New York regions defined by the Health Systems Agency (HSA) and subdivide these by counties. These HSAs are designated Federal-State planning regions. A map in the

appendices shows the regions and counties. Additional tables which also appear in the appendices display the characteristics of the respondents by HSA regions. These characteristics include: age, principal employment setting, employment status, racial/ethnic origin, and highest degree held.

Since a large number (about 11,068) of nonrespondents in the survey reside in New York City, the findings in several sections should be interpreted accordingly. Sections are identified where particular care is advised in interpreting the data.

IV. RESULTS WITH COMPARISONS

This chapter is a report of the survey findings. Comparative national or other background information is included where it is relevant and available.

A. Personal Characteristics

The personal characteristics of New York RNs included in this section are sex, age, and racial/ethnic origin.

Sex

Table 1A shows the sex distribution of in-state RNs and in-state RNs employed in nursing in New York State. The data show that women RNs comprise over 96 percent of the profession in this State. This figure holds for both RNs who are in-state and in-state RNs who are employed in nursing. Table 1B shows that a slightly higher proportion of men, 4.2 percent, comprise the out-of-state RN respondents.

Previously published national data show that women made up 94.5 percent of the nation's newly licensed RNs for 1982 and that associate-degree programs graduated the lowest percentage of newly licensed female RNs or 93.6 percent for that year.³ Other published data show that in 1981 the states of Idaho, Nevada, Vermont, and Arizona graduated the largest proportions of newly licensed men or 12, 11.5, 9.2, and 8 percent respectively.⁴

Table 2 shows the sex distribution and year of graduation in intervals of five years. The lowest proportion of female RNs or 93.5 percent graduating from nursing during the period of 1980 through 1983 corresponds closely to 1981 national data which show that 93.7 percent of the newly licensed RNs who were residents of New York State were women. Table 2 shows that the proportion of male RNs

gradually increased from 2 percent in 1940. However, the 1982 national data indicate that the percentages of newly licensed male RNs show a small, steady decline over the past four years.⁵

The successful recruitment of larger proportions of men into nursing tends to be slower than the enrollment of women in areas which are traditionally dominated by men. Business, computer science, and nursing are the largest career programs operating side-by-side in community colleges. Even though associate-degree nursing programs have graduated the largest number of men since their inception, compared to other RN-preparing programs, the proportion of female to male graduates still remains markedly imbalanced.

Women now are competing for traditionally male-dominated careers, but large numbers of men are not seeking nursing careers. New careers such as computer science may draw many men, and women too, away from the potentially less lucrative field of nursing.

Age

Of the RNs who returned usable questionnaires, 41 was the average age; 40 for in-state RNs employed in New York in nursing. The median for both populations is 39, while the mode age is 32 for the total pool of in-state RN

³ *NLN Nursing Data Book*, p. 122.

⁴ National League for Nursing, *Employment, Mobility, and Personal Characteristics of Nurses Newly Licensed in 1981*, New York, National League for Nursing, 1983, section RN and PN table B-13. This is 1981 data on newly licensed nurses in 48 states and the District of Columbia.

⁵ *NLN Nursing Data Book*, p. 121.

respondents and 27 for all RNs employed in nursing in New York.⁶

Table 3A shows the proportions of in-state RNs and in-state RNs employed in nursing by age in five-year intervals. The largest proportion of in-state RNs appears in the 30- to 34-year-old interval while in-state RNs who are employed in nursing tend to fall in a slightly younger range, between 25 and 29 years old. The data show that, as age increases, the number of RNs decreases. Both Tables 3A and 4 show that nearly half of the New York in-state RNs are below age 45.

Table 3B shows that the largest proportion of out-of-state RNs is in the 35-39 age range. Compared to the two groups of in-state RNs in Table 3A, the out-of-state RNs have a smaller proportion between the ages of 20-35 and higher proportions of RNs over 35 years old.

Table 4 reflects a continuing trend away from study in diploma programs and toward study in degree programs. Greater proportions of "young" RNs are associate-degree and baccalaureate-degree graduates. Among the "older" graduates, the proportion of diploma RN graduates increases. Table 4 shows that while "young" RNs, or 40 percent of the 20- to 24-year-old RNs, have been choosing baccalaureate programs, most of the RNs received their initial education in one of the shorter programs. The most equal distribution across the three types of programs occurs in the 30- to 34-year-old group.

National data show that 4.5 million of the 12.5 million students enrolled in higher education are in two-year institutions.⁷ Unlike students in four-year colleges, students attending two-year colleges tend to be older. In the late 1960's about 30 percent of community college freshmen were at least 20 years old.⁸ The average age in most community colleges today is 36 and continues to climb.⁹ Currently, the average age in New York State's two-year colleges is 29.¹⁰

Most diploma and baccalaureate nursing entrants in one national sample during the 1960's tended to be 19 years old or younger and associate-degree entrants tended to be

20 years of age or older.¹¹ With the increase in community college programs and with the increase in RN candidates seeking education in four-year programs, entrants to nursing programs today tend to be somewhat older.

The 1982 national data report that the median ages of newly licensed RNs are as listed below:¹²

Associate degree	27.89 years
Baccalaureate degree	23.74 years
Diploma	23.57 years

Referring to Table 2, which gives additional data, nearly half of all in-state RNs have graduated from basic nursing education within the past 13 years. These data show that between 1970 and 1983, nearly 46 percent (62,975) of in-state RNs graduated from their basic nursing program.

In spite of trends showing an increase in the ages of graduates of nursing education programs, nursing remains a relatively youthful profession, in terms not only of age, but also of experience. Compared with other professions in which the initial education of the practitioners is for a longer duration, often extending through graduate school, initial study in nursing can be completed in a relatively short time. The youthful image of the profession has been further stabilized by the yearly increase in number of RNs being graduated to meet the rising demands for nurses. Inactivity in a profession may not occur so extensively when the new graduate is older and locally educated, or when the graduate's educational level extends into graduate school.

Today, all types of nursing programs enroll students of varying age groups and larger proportions of high school graduates who have attended college. In the future, the age distribution and the year of graduation characteristics should be less predictable. The nursing profession may be less obviously comprised of young and less-experienced nurses. Some older RNs may be recent graduates and less experienced than younger nurses. This can become more common as proportionately fewer youthful students are available to recruiters and larger numbers of nurses are essential to care for an increasing population of elderly and retired persons.

Racial/Ethnic Origin

Since a large proportion of nonrespondents (11,068 or 38 percent of the nonrespondents) in this survey reside in New York City, the findings in this section should be interpreted accordingly.

⁶ These estimated averages were obtained by summing the midpoint frequency for each age range shown in Table 3A and dividing by the total respondents for each group.

⁷ *Higher Education and National Affairs*, Vol. 33, No. 7, Newsletter of The American Council on Education, April 23, 1984, p. 2.

⁸ Joan E. Kaiser, *A Comparison of Students in Two Types of Nursing Programs*, Michigan, University Microfilms, 1974, pp. 14 and 18. Published by National League for Nursing, New York, 1975.

⁹ Harold L. Hodgkinson, "Guess Who's Coming to College," *A Demographic Portrait of Students in the 1990's*, *Academe*, April-May 1983, pp. 13-20.

¹⁰ Lisa Wolf, "Enrollment at 2-Year Colleges Starting to Slip," *The New York Times*, February 24, 1985, pp. A1 and A34.

¹¹ Lucille Knopf, "Background, The Nurse Career-Pattern Study," in *Factors Affecting the Career Decisions and Work Patterns of Nurses in the Career Pattern Study, A Multivariate Analysis*, by John C. Vaughn, Ph.D., New York, National League for Nursing, 1976, p. 11.

¹² *NLN Nursing Data Book*, p. 121.

As shown on Table 5A, members of minority groups (24,084 total) make up 18 percent of all in-state respondents and 20 percent (21,597 total) of the in-state respondents employed in nursing in New York State.

Table 5B shows that the data on out-of-state RNs are similar to the in-state RN data. The out-of-state RNs differ by having larger proportions of Asian or Pacific racial origin RNs and smaller proportions of Blacks.

Table 6 shows employment status of in-state RNs by racial/ethnic origin. While 92 percent of minority in-state RNs are employed in nursing compared with 79 percent of white in-state RNs, 81 percent of minorities are employed in nursing full time and only 52 percent of whites are full-time employees.

In-state RN Respondents Employed in Nursing in New York

	Total No. Employed and Not Employed		Total Employed in New York State	Employed Full time	Employed Part time		
	No.	No.	%	No.	%	No.	%
White	107,744	85,254	79.1	56,023	52.0	29,231	27.1
Minorities	23,497	21,597	91.9	19,056	81.1	2,541	10.8

When RNs are employed, most work in nursing. The survey data show that a large proportion of the employed in-state RN respondents are employed in nursing (95.4 percent; 106,851:111,893). About 14 percent of the in-state RNs who responded to this item are unemployed and about 24 percent of the unemployed are seeking nursing employment. Whites who are unemployed comprise 93 percent of the unemployed, and minorities comprise about 7 percent. But in contrast, 23 percent of white respondents who are unemployed are looking for nursing employment, while 41 percent of the minorities who are unemployed are seeking nursing employment.

Using Table A-3 on page 13, percentages can be computed between the City of New York region, which has the highest proportion of minorities, and the New York/Pennsylvania region, which has the lowest proportion of minorities. The data show that about 9 percent of the in-state RN respondents located in New York City are unemployed compared with 24 percent of the respondents who come from the New York/Pennsylvania region. In contrast, nearly 33 percent of the unemployed RN respondents in the City of New York region are seeking employment in nursing while only 19 percent from the New York/Pennsylvania region are.

Table 7 shows numbers and percentages for the 1973, 1977, and 1983 surveys of in-state RNs by racial/ethnic origin who are employed in nursing in New York. Because the response rates for these years differed greatly (especially between 1973 and 1977), comparisons are difficult. Comparison between 1977 and 1983 suggests gains in Hispanics and American Indians. For these same years,

the percentages of minority RNs to white RNs remained nearly the same; 20.5 percent minorities in 1977 and 20.2 percent in 1983. The data show gains in minorities between the years of 1973 and 1983.

About 70 percent of New York State's minority RNs, identified by county of employment in Table A-4, are employed in New York City. When interpreting the data, consideration should be given to the information identified in the Chapter on Methods that the greatest proportion of respondents and nonrespondents to the questionnaire show mailing addresses in New York City. The New York/Pennsylvania region is shown as the area of employment for the least number (51) of in-state minorities.

In the 1980-1981 national data, New York State accounted for 14 percent (1,232) of the men and minority graduations in the United States (9,085). For this same period, New York State accounted for nearly 11 percent (8,416) of the graduates in the United States (77,874).¹³

Other national data on 1981 newly licensed RNs, based on the current residence at the time of licensure, show that 14.7 percent (681) of the newly licensed RNs residing in New York State are minorities and 8.7 percent (4,635) of the total newly licensed RN respondents in the United States (53,107) are minorities. The states and territories which show for that time period the largest proportions of minority respondents to all their newly licensed RNs are Hawaii (55.5), District of Columbia (42.0), California (24.8), Illinois (18.2), New Jersey (16.1), and New York (14.7). The national proportion of minorities for the United States in the data is 11.3 percent.¹⁴

¹³ NLN Nursing Data Book, pp. 39-42, 49-52. Time period noted for men and minorities is 8/1/77-7/31/78. NLN collected the data every three years until 1984 when the collection became annual.

¹⁴ NLN, *Employment, Mobility, and Personal Characteristics*, RN and PN table part B-17.

Table 1A
In-state RNs and In-state RNs Employed in
New York State in Nursing by Sex

<i>Sex</i>	<i>In-state RNs</i>		<i>In state RNs Employed in NYS in Nursing</i>	
	<i>Number</i>	<i>Percent</i>	<i>Number</i>	<i>Percent</i>
Men	5,116	3.7	4,232	3.9
Women	131,411	96.3	104,838	96.1
Nonresponse	589	—	431	—
TOTAL	137,116	100.0	109,501	100.0

NOTE: In this and the following tables percents do not include item nonresponses and they may not add to 100 due to rounding.

Table 1B
Out-of-state RNs by Sex

<i>Sex</i>	<i>Number</i>	<i>Percent</i>
Men	1,413	4.2
Women	32,392	95.8
Nonresponse	188	—
Total	33,993	100.0

Table 2
In-state RNs by Sex and Year of Graduation From Basic Program

<i>Year of Graduation</i>	<i>Men</i>		<i>Women</i>		<i>NR</i>	<i>Total</i>	
	<i>Number</i>	<i>Percent</i>	<i>Number</i>	<i>Percent</i>	<i>Number</i>	<i>Number</i>	<i>Percent</i>
Before 1940	71	1.7	4,121	98.3	37	4,229	100.0
1940-44	97	1.8	5,344	98.2	37	5,478	100.0
1945-49	87	1.0	9,117	99.0	46	9,250	100.0
1950-54	292	3.0	9,365	97.0	49	9,706	100.0
1955-59	235	2.1	11,063	97.9	54	11,352	100.0
1960-64	326	2.4	13,023	97.6	59	13,408	100.0
1965-69	493	3.0	16,189	97.0	51	16,733	100.0
1970-74	932	4.5	19,794	95.5	72	20,798	100.0
1975-79	1,459	5.3	25,955	94.7	99	27,513	100.0
1980 and After	946	6.5	13,671	93.5	47	14,664	100.0
Nonresponse	178	—	3,769	—	38	3,985	—
TOTAL	5,116	3.7	131,411	96.3	589	137,116	100.0

Table 3A
In-state RNs and In-state RNs Employed in New York State
in Nursing by Age

Age	In-state RNs		In-state RNs Employed in NYS in Nursing	
	Number	Percent	Number	Percent
Less than 20	6	0.0	4	0.0
20-24	5,435	4.0	5,172	4.8
25-29	20,828	15.3	18,590	17.1
30-34	21,587	15.9	18,010	16.6
35-39	20,400	15.0	16,829	15.5
40-44	17,648	13.0	14,588	13.4
45-49	14,324	10.5	11,885	11.0
50-54	12,055	8.9	9,746	9.0
55-59	10,566	7.8	7,685	7.1
60-64	7,033	5.2	4,162	3.8
65-69	3,632	2.7	1,272	1.2
70-74	1,659	1.2	410	0.4
Over 74	695	0.5	170	0.2
Nonresponse	1,248	—	978	—
TOTAL	137,116	100.0	109,501	100.0

NOTE: In this, and the following tables, percents do not include item nonresponses, and they may not add to 100 due to rounding.

Table 3B
Out-of-state RNs by Age

Age	Number	Percent
Less than 20	2	0.0
20-24	788	2.3
25-29	4,225	12.6
30-34	4,916	14.6
35-39	5,541	16.5
40-44	4,979	14.8
45-49	3,784	11.2
50-54	3,043	9.0
55-59	2,819	8.4
60-64	1,944	5.8
65-69	984	2.9
70-74	442	1.3
Over 74	189	0.6
Nonresponse	337	—
Total	33,993	100.0

Table 4
In-state RNs by Age and Basic Nursing Preparation

Age	Diploma		Associate		Baccalaureate		N.R.	TOTAL	
	Number	%	Number	%	Number	%	Na	Number	%
Less than 20	3	50.0	2	33.3	1	16.7	—	6	100.0
20-24	1,169	21.5	2,051	37.8	2,206	40.7	9	5,435	100.0
25-29	5,576	26.8	6,960	33.5	8,252	39.7	40	20,828	100.0
30-34	7,649	35.5	7,770	36.1	6,122	28.4	46	21,587	100.0
35-39	10,832	53.3	5,666	27.9	3,841	18.9	61	20,400	100.0
40-44	10,894	62.0	3,643	20.7	3,030	17.3	81	17,648	100.0
45-49	9,516	66.8	2,231	15.7	2,493	17.5	84	14,324	100.0
50-54	8,510	71.1	1,576	13.2	1,878	15.7	91	12,055	100.0
55-59	7,976	75.5	1,004	9.5	1,518	14.4	68	10,566	100.0
60-64	5,590	79.5	478	6.8	890	12.7	75	7,033	100.0
65-69	3,011	84.0	183	5.1	389	10.9	49	3,632	100.0
70-74	1,438	88.4	51	3.1	137	8.4	33	1,659	100.0
Over 74	561	85.7	23	3.5	71	10.8	40	695	100.0
Nonresponse	712	—	264	—	234	—	38	1,248	—
TOTAL	73,437	53.8	31,902	23.4	31,062	22.8	715	137,116	100.0

Table 5A
**In-state RNs and In-state RNs Employed in
New York State in Nursing by Racial/Ethnic Origin**

Racial/Ethnic Origin	In-state RNs		In-state RNs Employed In NYS in Nursing	
	Number	Percent	Number	Percent
White (not Hispanic)	109,750	82.0	85,254	79.8
Black (not Hispanic)	14,555	10.9	13,112	12.3
American Indian	1,652	1.2	1,313	1.2
Asian or Pacific Islander	5,766	4.3	5,293	5.0
Hispanic	2,111	1.6	1,879	1.8
Nonresponse	3,282	—	2,650	—
TOTAL	137,116	100.0	109,501	100.0

Table 5B
Out-of-state RNs by Racial/Ethnic Origin

Racial/Ethnic Origin	Number	Percent
White (not Hispanic)	27,551	82.6
Black (not Hispanic)	2,135	6.4
American Indian	532	1.6
Asian or Pacific Islander	2,584	7.8
Hispanic	548	1.6
Nonresponse	643	—
Total	33,993	100.0

Table 6
In-state RNs by Racial/Ethnic Origin and Employment Status in New York State

Racial/Ethnic Origin	Employed, F/T Nursing		Employed, P/T Nursing		Employed Other Field		Unemp. Seek Nrsg. Empl.		Unemployed		NR	TOTAL	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	Number	%
White (not Hispanic)	56,023	52.0	29,231	27.1	4,479	4.2	4,103	3.8	13,908	12.9	2,006	109,750	100.0
Black (not Hispanic)	11,742	83.0	1,370	9.7	359	2.5	277	2.0	402	2.8	405	14,555	100.0
American Indian	910	57.1	403	25.3	64	4.0	65	4.1	151	9.5	59	1,652	100.0
Asian or Pacific Islander	4,818	84.9	475	8.4	90	1.6	141	2.5	151	2.7	91	5,766	100.0
Hispanic	1,586	76.3	293	14.1	50	2.4	67	3.2	83	4.0	32	2,111	100.0
Nonresponse	2,079	-	571	-	121	-	87	-	230	-	194	3,282	-
TOTAL	77,158	57.4	32,343	24.1	5,163	3.8	4,740	3.5	14,925	11.1	2,787	137,116	100.0

Table 7
In-state RNs: 1973, 1977, 1983*
Employed in Nursing in New York State
by Racial/Ethnic Origin

Survey	White		Black		American Indian		Asian		Hispanic		NR	TOTAL	
	Na	%	Na	%	Na	%	Na	%	Na	%	Na	Na	%
1973	42,507	83.1	5,734	11.2	148	0.3	2,288	4.5	504	1.0	1,526	52,707	100.0
1977	75,689	79.6	12,576	13.2	232	0.2	5,295	5.6	1,347	1.4	2,217	97,356	100.0
1983	85,254	79.8	13,112	12.3	1,313	1.2	5,293	5.0	1,879	1.8	2,650	109,501	100.0

* Response rates:

1973 - 57%

1977 - 83%

1983 - 82%

B. Nursing Education

The survey questionnaire sought information from RNs on basic nursing educational preparation, location of basic nursing program, highest degree held and, if applicable, major postbaccalaureate, graduate-level nursing specialty area. The tables are based on the in-state RN respondents that total 137,116 and, of this group, the 109,501 respondents who are employed in New York and in nursing. Some comparable tables are included showing data on out-of-state RN respondents.

Over the past 30 years, the profession of nursing responded to the social and economic trends occurring in education by developing and expanding education for RNs in institutions of higher education. No single factor affects the RN population mix more than does this marked changeover to associate- and bachelor's-degree education for nurses.

Following World War II, higher education entered a period of unprecedented growth. One characteristic of the period was the development of education through community colleges. These colleges brought a new reality and a wide range of new career opportunities and choices to potential students of all ages, married or single, who were restricted for various reasons from more distant colleges and universities.

Today, about 4.5 million (36 percent) of the 12.5 million students enrolled in higher education are in two-year institutions.¹⁵ These colleges have emerged as the main providers of new RNs and their continued strength seems likely.

With most of New York State's RNs educated and remaining in this State to work, education can be considered one of the most direct influences on RNs and specifically on the characteristics of the registered nurses serving this State. In the past decade, the number of in-state registered nurses increased by more than 32,000.¹⁶ Nationally, the educational programs for basic RNs grew by 82, though the number of diploma programs dropped by 206.

The total number of basic RN programs in New York State decreased to 99 by October 1983 from 123 in 1973. The closure of 34 diploma programs accounts for almost all of this decrease. From 1973 through 1983, New York experienced the greatest reduction of programs; compared with other states, it accounted for 17 percent of the nation's programs which closed.¹⁷

¹⁵ *Higher Education and National Affairs*, p. 2, and Hodgkinson, "Guess Who's Coming to College," pp. 13-20.

¹⁶ The University of the State of New York, The New York State Education Department, Bureau of Postsecondary Research, Information Systems and Institutional Aid, *RN Manpower Trends from 1973, 1977 Survey Data: An Interim Report in Preparation for Analysis of Results of 1983 Survey of RNs*, unpublished report, June 1984, p. 1.

¹⁷ *NLN Nursing Data Book*, pp. 3-6, 39-42.

National data on graduations from RN programs in New York State also show a decline between 1973 (7,498) and 1983 (7,111), a decrease of 387 graduates. The New York graduations actually show increases to 9,305 in 1976 and a steady decline thereafter. Most of the increases can be accounted for by three jumps in the number of graduates. Graduations from New York State's baccalaureate programs increased by over 500 in 1975-76 and 250 in 1977-78 (2,750); then, they show a steady increase through 1981 (2,877) when a decline occurs, as in the nation in general, and reduces the number by about 500 graduates in 1983 (2,388). The graduations from associate-degree programs peaked in 1977 at 4,463, then gradually fell by 450 in 1983 (4,014). The number of diploma graduates grew in 1976 to 2,436 and fell off markedly to 709 in 1983; a loss of 1,725 graduates compared with 1973. These fluctuations account for the overall decline of graduates.¹⁸

The number of students graduating from the nation's RN programs increased in this decade to 77,408 in 1982-83, an increase of 18,527 graduates compared with the 1972-73 year. As one of six states showing reduction in graduations throughout this decade, New York evidenced the greatest change in this regard.

The total number of RNs licensed by New York State increased 24,774 from April 1973 to April 1983 (184,321-209,095).^{19,20} The data show that larger numbers of nurses are graduating from New York RN programs yearly than are being licensed by this State. While some turnover in RNs may account for the difference in growth of numbers of RNs licensed by the State and the number it graduated over this decade, many out-of-state candidates in nursing may attend the many independent colleges and universities offering nursing education located in New York. Four-year colleges and universities often recruit a student body from a wide geographic region, including students from out-of-state and outside of the country.

New York State data show that it is a major producer of new RNs. They also suggest that the quality of New York's nursing education would have an impact on health care beyond New York State.

Basic Nursing Educational Preparation

Regardless of the nearly 20 percent decrease in New York's nursing programs during this decade, the number graduated in 1983 showed less than a 6 percent decrease from 1973. Both Tables 2 and 4 contributed information

¹⁸ National League for Nursing, *Nursing Student Census with Policy Implications*, New York, National League for Nursing, 1984, pp. 5-8, 37-42.

¹⁹ *NLN Nursing Data Book*, p. 39. The summary of graduates each year, including 1973 data, does not separate RN students from generic students in combined programs.

²⁰ *NLN, Nursing Student Census*, p. 37.

on basic education of RNs. They reflect the trend toward education in degree programs and the cadre of more recent graduates. Tables 8A and 8B join the data. A large portion of nonrespondents to the survey questionnaire had mailing addresses in New York City and inferences based on the data should be made with this in mind.

Table 8A shows the proportion of in-state RNs who received their initial nursing education for RN licensure through diploma, associate-degree, or baccalaureate-degree education. The number who were educated initially in degree-granting institutions has grown to 46 percent.

While data on the in-state RN group show that similar proportions are graduates of associate- and bachelor's-degree education, the data on the out-of-state group of RNs in Table 8B shows that larger proportions are graduates of diploma and baccalaureate programs. These findings tend to be consistent with the mobility of graduates implied in Table 9A and the national findings of newly licensed RNs in the section on "In-state RNs by HSA Region and County."

RNs Employed in Nursing and Location of Basic Program

Table 10 shows that 48.5 percent of the in-state RNs employed in nursing in 1983 graduated from degree programs. As shown in Table 9A, large proportions (78.3 percent) of all in-state RNs were educated initially for nursing in New York State. Associate-degree RNs show the largest proportion (nearly 94 percent) who were educated initially in New York State. About 78 percent of the in-state baccalaureate graduates and 72 percent of the in-state diploma graduates were educated in New York.

Table 9B shows that most out-of-state RNs also were educated initially in New York State. The out-of-state respondents differ from the in-state respondents by having larger proportions who were educated in other states or through foreign education.

Based upon the data for in-state respondents, about 22 percent of New York's RNs are educated initially out of state. Of this group, 45 percent are drawn from foreign nursing education programs. National data show that 8.7 percent of New York's nurses licensed in 1981 graduated from a foreign school of nursing. Eight other states licensed a higher proportion of foreign-educated nurses in 1981 than New York: Nevada, 19.2; Florida, 14.6; Texas, 14.2; Hawaii, 13.6; New Jersey, 13.3; California, 12.8; Alaska, 9.2; and Arizona, 8.9. However, New York is exceeded only by California in the actual number of foreign nurses newly licensed, 665 and 925 respectively.²¹

²¹ NLN, *Employment, Mobility, and Personal Characteristics*, p. 1, part A-31 and RN and PN A-3.

Year of Graduation

In the 1960's, most diploma and baccalaureate entrants into nursing education were under 19 years old and associate-degree entrants were 20 or above.²² Recognizing that both diploma and baccalaureate entrants averaged less than 20 years of age in 1960, an examination of Table 11A with Table 4 shows corresponding data between possible cohort groups. Both tables show the type of initial preparation of in-state respondents. Table 4 collates age and Table 11A collates year of graduation with the type of initial preparation. Intervals having the largest proportions of respondents appear to correspond between these two tables when the age at entrance is taken into consideration. The 1965-69 interval for diploma graduates in Table 11A corresponds to the 40-44 age interval in 1983 for diploma RNs in Table 4. The 1945-49 influx of baccalaureate graduates in Table 11A is seen at the 55-59 age interval in Table 4. A similar tracing of cohorts is not as clear for respondents who were initially educated in associate-degree programs because their ages at entrance generally were not only older but more widespread. Table 4 shows a markedly larger number of associate-degree graduates at age interval 55-59 over the 60-64 age interval. Table 11A shows an influx of associate-degree graduates in the 1965-69 interval.

Both Tables 11A and 11B show the 1975-79 interval as the years having the largest number of graduates for both the in-state and out-of-state groups. The data in Table 11 demonstrate the move to degree programs for the initial preparation of nurses. Between 1980 and 1983, only about 13 percent of in-state RNs received their basic preparation in diploma programs as compared to about 80 percent 20 years ago. By the 1970's, associate-degree programs took the lead in preparing the largest proportion of newly licensed RNs.

Highest Degree Held

Table 12A shows the highest credential held by the respondents who are in-state RNs and in-state RNs employed in nursing in New York. Nearly 60 percent possess some level of earned degree and over one-third of all the in-state RNs employed in nursing indicate a bachelor's or higher degree. Because a large proportion of in-state RNs residing in New York City did not respond to the survey questionnaire, these and similar findings should be interpreted accordingly (refer to Table A-7 in the Appendices and Chapter on Methods).

²² National League for Nursing, *Factors Affecting the Career Decisions and Work Patterns of Nurses in the Career-Pattern Study: A Multivariate Analysis*, New York, National League for Nursing, 1976, p. 11.

Recognizing that a baccalaureate degree in nursing is generally a prerequisite for graduate education in nursing, about one-quarter of in-state baccalaureate graduates employed in nursing hold master's or doctoral degrees in nursing. (Only about eight percent of all the in-state RNs employed in nursing in New York State hold graduate professional school-level education.) While this proportion seems small, it exceeds the national percentage (5.6 percent).²³

The out-of-state RNs as a group differ from the in-state RNs on the highest level of education attained. As shown in Table 12B, the out-of-state group contains a smaller proportion of associate-degree graduates. As the education increases beyond this level, and particularly at the graduate or above-level, the proportion is somewhat larger for out-of-state RNs holding more advanced degrees.

Table A-7 (Appendices) shows the highest degree held by region. The City of New York has the highest proportion (7 percent) of nurses with master's and doctoral degrees in nursing.

Percent of In-state RN Respondents Employed in New York State in Nursing Who Hold Master's/Doctoral Degrees by HSA Region

HSA Region	Percent
City of New York	7
Finger Lakes	5
Western New York	4
New York/Pennsylvania	4
Hudson Valley	4
Nassau/Suffolk	4
Central New York	3
Northeastern New York	3

Table 13 shows in-state RN respondents by their basic nursing preparation and highest degree held. Diploma-prepared RNs comprise the largest proportion of RNs and the largest group having long careers in nursing. Many of these nurses are old enough to have attained higher degrees before nursing majors were more accessible. Data in Table 13 show that the in-state RNs who have basic diploma education account for the highest number of baccalaureate and master's degrees outside of nursing, and the largest proportion having doctorates in and outside of nursing.

Nearly one-quarter of the total RN respondents shown in Table 13 attained additional degrees. Assuming that the RN respondents with doctorates in nursing also hold mas-

ter's degrees in nursing, the data show that 3.2 percent of the diploma RNs, 1.3 percent of the associate-degree RNs and 12.8 percent of the baccalaureate RNs attained master's degrees in nursing. Compared with the 1973 survey data, higher proportions have attained additional higher degrees beyond their initial credential: baccalaureate RNs, 23 percent; diploma RNs, 19 percent; and associate-degree RNs, 16 percent. The 1973 New York Survey data show that 15.2 percent of the baccalaureate, 18.9 percent of the diploma, and 11.2 of the associate-degree RNs attained advanced education.²⁴

RN Baccalaureate Education

New York State far exceeds any other state in the number of RNs enrolled in baccalaureate programs in nursing and accounts for 21 percent of the country's enrollments in this level of nursing education.²⁵ In 1983, New York State enrolled 7,490 RNs in baccalaureate nursing programs, followed by Pennsylvania with 3,324 and California with 3,027. Most of the RNs enrolled in postlicensure baccalaureate programs are part-time students, whereas the majority of generic baccalaureate students are full time.²⁶

Nationally, in 1983, RN graduations from baccalaureate nursing programs comprised about 27 percent of the total graduations. This represents a substantial increase from the 17 percent in the 1972-73 year.^{27,28}

Major Postbaccalaureate, Graduate-Level Nursing Specialty Area

The data in Table 14A relate to a question regarding the respondent's major postbaccalaureate graduate-level specialty area. The survey results in this area contain several ambiguities, may be less reliable and should be interpreted cautiously. The Table shows that 21,603 in-state RNs answered this question, but the total who hold master's and doctoral degrees both in nursing and outside of nursing totals 11,523. The respondents could have read the question to mean the major or specialty of their graduate degree (as it was intended) or their work/employment specialty.

²⁴ The University of the State of New York, the New York State Education Department, *Staff Report: Survey of Registered Professional Nurses New York State: 1973*, New York, The University of the State of New York, The New York State Education Department, January 1976, p. 16.

²⁵ RN baccalaureate education refers to formal postlicensure education leading to a bachelor's degree in nursing; often referred to as RN/BSN education.

²⁶ *NLN Nursing Data Book*, pp. 44, 68 and 71. These data are based upon 1982 enrollments.

²⁷ *NLN Nursing Data Book*, p. 53.

²⁸ *NLN Nursing Student Census*, p. 43.

²³ *NLN Nursing Data Book*, ct., p. 1.

Graduate nursing education programs accredited by the National League for Nursing comprise three component areas of learning: general area, functional major, and clinical specialty. The question did not limit the choices to functional areas, e.g., instruction, administration, nursing education, nursing practice, research, nor did it ask only for clinical specialties, e.g., child health, psychiatry, etc. Consequently, the respondents could identify either their functional or their clinical specialty area, both, or their favorite. Further, this Table includes graduate nurses from undergraduate and graduate programs.

Tables 12A and 13 show that 6,746 in-state RN respondents hold master's and doctoral degrees in nursing. Table 14A shows that the most common specialties reported by the in-state holders of master's degrees in nursing are medical/surgical, administration/supervision, teaching,

psychiatry, and community health. Together these areas account for 4,444 of the 6,255 (71 percent) responses of the holders of master's degrees in nursing. The most common specialties (72.4 percent) reported by the RNs holding nursing doctorates are psychiatry, teaching, medical/surgical, maternal/child health, and community health.

Table 14B shows the responses of the out-of-state RNs on postbaccalaureate graduate-level nursing specialty. The five most common responses fall among the same specialties reported by the in-state master's and doctoral degrees in nursing; medical/surgical, administration/supervision, psychiatric, teaching, and community health. Out-of-state holders of doctorates in nursing show teaching, medical/surgical, psychiatric, community health, and maternal/child health.

Table 8A

In-state RNs by Basic Nursing Preparation

Basic Nursing Preparation	Number	Percent
Diploma	73,437	53.8
Associate Degree	31,902	23.4
Bachelor's or Higher Degree	31,062	22.8
Nonresponse	715	—
TOTAL	137,116	100.0

Table 8B

Out-of-state RNs by Basic Nursing Preparation

Basic Nursing Preparation	Number	Percent
Diploma	19,827	58.6
Associate Degree	4,953	14.7
Bachelor's or Higher Degree	9,030	26.7
Nonresponse	183	—
Total	33,993	100.0

Table 9A

In-State RN's by Basic Nursing Preparation and Location of Basic Program

Basic Preparation	New York		Other U.S.		Foreign		NR	TOTAL	
	Number	%	Number	%	Number	%	Number	Number	%
Diploma	52,550	71.9	10,281	14.1	10,304	14.1	302	73,437	100.0
Associate	29,874	93.9	1,487	4.7	452	1.4	89	31,902	100.0
Bachelor's	24,241	78.3	4,419	14.3	2,310	7.5	92	31,062	100.0
Nonresponse	206	—	55	—	257	—	197	715	—
TOTAL	106,871	78.3	16,242	11.9	13,323	9.8	680	137,116	100.0

Table 9B
Out-of-state RNs by Basic Nursing Preparation and
Location of Basic Program

Basic Nursing Preparation	New York State		Other US		Foreign Country		Non- Response	Total	
	Number	%	Number	%	Number	%	Number	Number	%
Diploma	12,471	63.6	4,152	21.2	3,000	15.3	103	19,726	100.0
Associate Degree	3,794	77.2	937	19.1	181	3.7	14	4,926	100.0
Bachelor's	5,733	64.0	2,206	24.6	1,023	11.4	28	8,990	100.0
Nonresponse	41	—	37	—	55	—	218	351	—
Total	22,039	65.5	7,332	21.8	4,259	12.7	363	33,993	100.0

Table 10
In-state RNs: 1973, 1977, 1983* Employed in Nursing
in New York State by Basic Nursing Preparation

Survey	Diploma		Associate Degree		Bachelor's Degree		NR	Total	
	Number	%	Number	%	Number	%	Number	Number	%
1973	40,947	79.8	5,202	10.1	5,192	10.1	1,366	52,707	100.0
1977	65,404	67.7	17,563	18.2	13,608	14.1	781	97,356	100.0
1983	56,113	51.5	27,689	25.4	25,240	23.1	459	109,501	100.0

* Response rates:

1973 - 57%

1977 - 83%

1983 - 82%

Table 11A
In-state RNs by Year of Graduation from
Basic Program and Basic Nursing Preparation

Year of Graduation	Diploma		Associate Degree		Bachelor's Degree		Non- Response	Total	
	Number	%	Number	%	Number	%	Number	Number	%
Before 1940	3,729	89.5	81	2.0	355	8.5	64	4,229	100.0
1940-44	4,728	87.2	90	1.7	602	11.1	58	5,478	100.0
1945-49	7,868	85.5	114	1.2	1,220	13.3	48	9,250	100.0
1950-54	8,152	84.4	126	1.3	1,383	14.3	45	9,706	100.0
1955-59	8,999	79.7	305	2.7	1,987	17.6	61	11,352	100.0
1960-64	10,439	78.3	623	4.7	2,266	17.0	80	13,408	100.0
1965-69	11,145	66.9	2,544	15.3	2,972	17.8	72	16,733	100.0
1970-74	8,207	39.6	7,745	37.4	4,781	23.0	65	20,798	100.0
1975-79	6,370	23.2	12,043	43.9	9,044	32.9	56	27,513	100.0
1980 and after	1,894	12.9	7,174	49.0	5,578	38.1	18	14,664	100.0
Non response	1,906	—	1,057	—	874	—	148	3,985	—
TOTAL	73,437	53.8	31,902	23.4	31,062	22.8	715	137,116	100.0

Table 11B
Out-of-state RNs by Year of Graduation from Basic
Program and Basic Nursing Preparation

Year of Graduation	Diploma		Associate Degree		Bachelor's Degree		Non- Response	Total	
	Number	%	Number	%	Number	%	Number	Number	%
Before 1940	957	89.2	19	1.8	97	9.0	24	1,097	100.0
1940-44	1,385	87.8	21	1.3	172	10.9	13	1,591	100.0
1945-49	2,161	83.0	21	0.8	423	16.2	15	2,620	100.0
1950-54	2,233	82.6	32	1.2	439	16.2	18	2,722	100.0
1955-59	2,597	77.5	82	2.4	672	20.1	14	3,365	100.0
1960-64	3,114	73.9	187	4.4	913	21.7	11	4,225	100.0
1965-69	3,176	64.6	610	12.4	1,130	23.0	14	4,930	100.0
1970-74	1,956	41.4	1,245	26.3	1,525	32.3	16	4,742	100.0
1975-79	1,310	23.3	1,898	33.8	2,407	42.9	21	5,636	100.0
1980 and after	349	17.0	679	32.9	1,025	50.0	5	2,053	100.0
Non response	488	—	137	—	187	—	200	1,012	—
TOTAL	19,726	58.6	4,926	14.6	8,990	26.7	351	33,993	100.0

Table 12A
In-state RNs and In-state RNs Employed in Nursing
in New York State by Highest Credential Held

Highest Credential	In-state RNs		In-state RNs Employed in NYS	
	Number	Percent	Number	Percent
Diploma	59,458	43.9	44,923	41.5
Associate Degree	27,651	20.4	24,101	22.2
Bachelor's Degree, Nursing	27,718	20.5	23,176	21.4
Bachelor's Degree, Other	9,157	6.8	7,445	6.9
Master's Degree, Nursing	6,489	4.8	5,252	4.9
Master's Degree, Other	4,387	3.2	3,027	2.8
Earned Doctorate, Nursing	257	0.2	227	0.2
Earned Doctorate, Other	390	0.3	223	0.2
Nonresponse	1,609	—	1,127	—
TOTAL	137,116	100.0	109,501	100.0

Table 12B
Out-of-state RNs by Highest Credential Held

Highest Credential	Number	Percent
Diploma	15,071	44.8
Associate Degree	4,169	12.4
Bachelor's in Nursing	7,739	22.8
Bachelor's, Other	2,305	6.9
Master's in Nursing	2,524	7.5
Master's, Other	1,464	4.4
Doctorate in Nursing	142	0.4
Doctorate, Other	229	0.7
Nonresponse	2,350	—
Total	33,993	100.0

Table 13
In-state RNs by Basic Nursing Preparation and Highest Credential Held

Basic Preparation	Diploma		Associate		Bachelor's, Nursing		Bachelor's Other		Master's, Nursing		Master's, Other		Doctorate, Nursing		Doctorate, Other		Non- response	TOTAL	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	Number	%
Diploma	58,843	81.1	920	1.3	3,570	4.9	4,698	6.5	2,193	3.0	2,029	2.8	143	0.2	174	0.2	867	73,437	100.0
Associate	200	0.6	26,568	84.0	1,643	5.2	2,205	7.0	403	1.3	553	1.8	14	0.0	45	0.1	271	31,902	100.0
Bachelor's	130	0.4	116	0.4	22,447	72.8	2,218	7.2	3,867	12.5	1,784	5.8	99	0.3	167	0.5	234	31,062	100.0
Nonresponse	285	—	47	—	58	—	36	—	26	—	21	—	1	—	4	—	237	715	—
TOTAL	59,458	43.9	27,651	20.4	27,718	20.5	9,157	6.8	6,489	4.8	4,387	3.2	257	0.2	390	0.3	1,609	137,116	100.0

Table 14A
In-state RNs by Graduate Specialty* and Highest Degree Held

Graduate Specialty	Bachelor's Nursing		Bachelor's Other		Master's Nursing		Master's Other		Doctorate Nursing		Doctorate Other		TOTAL	
	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%
General Practice	544	54.6	212	21.3	156	15.6	68	6.8	10	1.0	7	0.7	997	100.0
Medical/Surgical	1,972	51.0	527	13.6	1,182	30.6	116	3.0	30	0.8	42	1.1	3,869	100.0
Gerontology	352	41.7	247	29.2	132	15.6	104	12.3	6	0.7	4	0.5	845	100.0
Family Health	99	28.5	20	5.8	195	56.2	30	8.6	1	0.3	2	0.6	347	100.0
Maternal-Child	306	36.9	85	10.2	344	41.4	61	7.3	26	3.1	8	1.0	830	100.0
Obstetrics/Gynecology	350	57.9	141	23.3	74	12.2	34	5.6	2	0.3	4	0.7	605	100.0
Pediatrics	480	55.4	98	11.3	252	29.1	27	3.1	6	0.7	4	0.5	867	100.0
Psychiatric	507	24.1	371	17.6	876	41.6	257	12.2	51	2.4	45	2.1	2,107	100.0
Nurse Midwifery	55	23.7	53	22.8	90	38.8	30	12.9	-	-	4	1.7	232	100.0
Anesthesia	122	37.4	139	42.6	20	6.1	42	12.9	-	-	3	0.9	326	100.0
Occupational Health	94	43.5	79	36.6	16	7.4	25	11.6	-	-	2	0.9	216	100.0
Rehabilitation	76	37.6	41	20.3	53	26.2	24	11.9	2	1.0	6	3.0	202	100.0
Community Health	785	40.2	300	15.4	488	25.0	346	17.7	18	0.9	16	0.8	1,953	100.0
School Nurse	651	47.4	343	25.0	114	8.3	257	18.7	1	0.1	6	0.4	1,372	100.0
Admin./Supervision	723	27.1	414	15.5	994	37.3	487	18.3	22	0.8	27	1.0	2,667	100.0
Teaching	326	18.3	167	9.4	904	50.8	314	17.6	44	2.5	25	1.4	1,780	100.0
Research	37	31.9	26	22.4	10	8.6	18	15.5	13	11.2	12	10.3	116	100.0
Other	1,018	44.7	489	21.5	355	15.6	371	16.3	7	0.3	37	1.6	2,277	100.0
Nonresponse	19,221	71.8	5,405	20.2	234	0.9	1,776	6.6	18	0.1	136	0.5	26,790	100.0
TOTAL	27,718	57.3	9,157	18.9	6,489	13.4	4,387	9.1	257	0.5	390	0.8	48,398	100.0

* Major post-baccalaureate, graduate level nursing specialty area.

Table 14B
Out-of-state RN's by Graduate Specialty and Highest Degree Held

Graduate Specialty	Bachelor's Nursing		Bachelor's Other		Master's Nursing		Master's Other		Doctorate Nursing		Doctorate Other		TOTAL	
	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%
General Practice	232	61.2	61	16.1	63	16.6	15	4.0	4	1.1	4	1.1	379	100.0
Medical/Surgical	628	47.5	136	10.3	458	34.7	48	3.6	28	2.1	23	1.7	1,321	100.0
Gerontology	86	39.6	50	23.0	49	22.6	26	12.0	2	0.9	4	1.8	217	100.0
Family Health	25	20.0	9	7.2	80	64.0	7	5.6	2	1.6	2	1.6	125	100.0
Maternal-Child	77	27.7	14	5.0	149	53.6	18	6.5	11	4.0	9	3.2	278	100.0
Obstetrics/Gynecology	112	61.5	33	18.1	30	16.5	6	3.3	-	-	1	0.5	182	100.0
Pediatrics	140	50.9	16	5.8	107	38.9	10	3.6	-	-	2	0.7	275	100.0
Psychiatric	147	20.4	82	11.4	363	50.3	81	11.2	23	3.2	26	3.6	722	100.0
Nurse Midwifery	26	21.5	9	7.4	62	51.2	19	15.7	3	2.5	2	1.7	121	100.0
Anesthesia	81	38.8	67	32.1	15	7.2	36	17.2	1	0.5	9	4.3	209	100.0
Occupational Health	33	41.8	19	24.1	12	15.2	13	16.5	-	-	2	2.5	79	100.0
Rehabilitation	30	36.1	8	9.6	23	27.7	15	18.1	4	4.8	3	3.6	83	100.0
Community Health	217	35.6	52	8.5	206	33.8	105	17.2	11	1.8	19	3.1	610	100.0
School Nurse	154	46.1	91	27.2	37	11.1	50	15.0	-	-	2	0.6	334	100.0
Admin./Supervision	225	25.9	103	11.8	371	42.6	146	16.8	9	1.0	16	1.8	870	100.0
Teaching	142	22.9	38	6.1	269	43.5	119	19.2	29	4.7	22	3.6	619	100.0
Research	14	34.1	11	26.8	4	9.8	3	7.3	4	9.8	5	12.2	41	100.0
Other	354	47.1	130	17.3	134	17.8	118	15.7	1	0.1	14	1.9	751	100.0
Nonresponse	5,016	-	1,376	-	92	-	629	-	10	-	64	-	7,187	-
TOTAL	7,739	53.7	2,305	16.0	2,524	17.5	1,464	10.2	142	1.0	229	1.6	14,403	100.0

C. Geographic Distribution

This section of the survey report addresses three groups of respondents: the 137,116 in-state RN respondents; the 109,501 of this sample who are employed in New York and in nursing; and the 33,993 out-of-state RNs who have mailing addresses in locations outside New York.

RNs Licensed by New York and Located Outside the State

As of April 1983, New York State had 209,095 RNs. A total of 171,109 RNs responded to the survey and of this number 137,116 had in-state addresses. The remaining 33,993 showed addresses elsewhere in the United States (79.3 percent of the 42,852 RNs registered at out-of-state addresses).

RN Respondents Located Outside of New York State

	No.	%
Contiguous states	14,000	41
Florida	3,800	11
California	2,800	8
Texas	1,400	4
Virginia	1,100	3
Maryland	1,000	3
All Other	9,893	29
Total: United States	33,993	(99.9)

Many New York-educated or New York-licensed nurses practice or work outside the State. The fact that RN programs under the State's jurisdiction produced graduates in excess of the increased number licensed from 1973 to April 1983 was discussed in previous sections of this report.

Out-of-state RNs licensed by the State of New York hold about 20 percent of the State's RN licenses. About 40 percent of this group are located in contiguous states and about 20 percent are located in Florida and California. The remainder are spread among other locations.

In-state RNs by HSA Region and County

Table 15 identifies the RNs responding to the survey questionnaire by HSA region and county of the mailing address. Column 2 classifies the in-state RNs who are employed in nursing in New York State by region and county. These respondents may or may not be working in their mailing address county. Column 3 identifies the percentage of in-state RN respondents who are employed in New York State in nursing and who have mailing addresses in that county.

The data in Table 15 can be compared with Table A-5 (Appendices), which shows the county of employment in nursing of in-state RNs regardless of the mailing address. A number higher in Column 3 in Table A-5 than Column 2 in Table 15 suggests that in-state respondents commute into that county to work. When the number is smaller in Column 3 in Table A-5 than in Column 2 in Table 15, RNs may be commuting out of the county to work.

Table 15 shows that the New York City region is the mailing address of the highest percentage of RNs employed in nursing in New York. Bronx has the highest percentage in the State (nearly 90 percent) of RNs living and employed in nursing in the same borough. Because a large proportion of nonrespondents have New York City mailing addresses, caution is advised in interpreting these data. Jefferson, Madison and Herkimer counties in the central New York region show the lowest proportion of in-state RNs who are employed in nursing in New York State.

Using the current data in these tables, the City of New York has 35 percent of the total employed force of nursing personnel, followed by the Nassau/Suffolk (15 percent) and Hudson Valley regions (12 percent). The Nassau/Suffolk region is the only one where more nurses come into the region to work in nursing than go out of it. Based on the figures from this Table and 1982 national data, the City of New York region is the location of nursing employment for about three percent of the nurses in the United States.²⁹ These data are impressive even without the large proportion of nonrespondents who have New York City mailing addresses. The three regions of New York City, Nassau/Suffolk, and Hudson Valley account for more than 60 percent of in-state RNs employed in New York State in nursing.

In the 1981 national study of employment, mobility, and personal characteristics of nurses newly licensed in 1981 (published in 1983), the data for New York State show that nearly 90 percent of the nurses were still living in the same county at least six to eight months after licensure.³⁰

The national survey data of New York's respondents show that a larger proportion of baccalaureate respondents, or 13 percent of an approximate 1,687 of the total respondents, left their HSA region since the time of licensure compared to 5 percent of the associate-degree graduates and 7 percent of the diploma graduates. Marital status

²⁹ NLN *Nursing Data Book*, p. 1. 1982 data on U.S.-employed nurses.

³⁰ NLN, *Employment, Mobility, and Personal Characteristics*, part A-31. Iowa and Oklahoma State Boards of Nursing, which must authorize access to the name and addresses of newly licensed nurses, did not participate in this 1982 survey. Response rate to this survey was around 70 percent and New York State's about 64.4 percent.

and age of children show that about 11 percent of the married respondents with no children under 18 left their HSA region since licensure, whereas about 9 percent of the single and about 4 percent of the married with children under 18 left their HSA region since licensure.³¹

This national survey also identified mobility by age.

While small percentages moved from their HSA region by six to eight months after licensure, the data show that about 11 percent of the respondents under 25 moved from their HSA region compared with about 5 percent of those 25 years old or older who moved from their HSA since licensure.³²

³¹ Ibid., part B-61.

³² Ibid., part B-61.

Table 15
In-state RNs and In-state RNs Employed in Nursing in
New York State by Mailing Address County*

Mailing Address HSA Region, County	In-state RNs	In-state RNs Employed in Nursing in NYS	Percent Employed in-state in Nursing
1. Western New York	14,838	11,535	77.7
Allegany	424	333	78.5
Cattaraugus	715	550	76.9
Chautauqua	1,196	926	77.4
Erie	9,333	7,271	77.9
Genesee	599	487	81.3
Niagara	2,032	1,572	77.4
Orleans	214	155	72.4
Wyoming	325	241	74.2
2. Finger Lakes	11,593	8,849	76.3
Chemung	1,218	978	80.3
Livingston	514	384	74.7
Monroe	6,673	5,048	75.7
Ontario	986	758	76.9
Schuyler	143	115	80.4
Seneca	313	232	74.1
Steuben	917	683	74.5
Wayne	636	509	80.0
Yates	193	142	73.6
3. Central New York	12,515	9,416	75.2
Cayuga	681	508	74.6
Cortland	274	190	69.3
Herkimer	544	396	72.8
Jefferson	882	633	71.8
Lewis	207	159	76.8
Madison	442	318	72.0
Oneida	2,728	2,030	74.4
Onondaga	4,536	3,516	77.5
Oswego	622	462	74.3
St. Lawrence	1,031	772	74.9
Tompkins	568	432	76.1
4. NY-Penn	3,040	2,258	74.3
Broome	2,315	1,746	75.4
Chenango	308	229	74.4
Tioga	417	283	67.9

* Counties arranged by Health Systems Agency regions.

Table 15 (Cont.)
In-state RNs and In-state RNs Employed in Nursing in
New York State by Mailing Address County*

Mailing Address HSA Region, County	In-state RNs	In-state RNs Employed in Nursing in NYS	Percent Employed in-state in Nursing
5. Northeastern New York	12,766	9,901	77.6
Albany	3,208	598	79.4
Clinton	640	502	78.4
Columbia	601	466	77.5
Delaware	282	209	74.1
Essex	298	218	73.2
Franklin	345	255	73.9
Fulton	446	334	74.9
Greene	289	218	75.4
Hamilton	69	46	66.7
Montgomery	421	336	79.8
Otsego	543	435	80.1
Rensselaer	1,448	1,161	80.2
Saratoga	1,496	1,145	76.5
Schenectady	1,496	1,122	75.0
Schoharie	138	109	79.0
Warren	534	402	75.3
Washington	562	437	77.8
6. Hudson Valley	19,486	15,277	78.4
Dutchess	2,968	2,225	75.0
Orange	2,621	2,067	78.9
Putnam	857	675	78.8
Rockland	3,294	2,642	80.2
Sullivan	489	366	74.9
Ulster	1,389	1,051	75.7
Westchester	7,868	6,251	79.5
7. City of New York	39,166	33,520	85.6
Bronx	5,360	4,761	88.8
Kings	9,950	8,676	87.2
New York	9,783	8,295	84.8
Queens	10,725	8,986	83.8
Richmond	3,348	2,802	83.7
8. Nassau-Suffolk	22,763	18,043	79.3
Nassau	12,021	9,521	79.2
Suffolk	10,742	8,522	79.3
Nonresponse	949	702	-
TOTAL	137,116	109,501	79.9

* Counties arranged by Health Systems Agency regions.

D. Employment

Information from the survey includes: employment status, reasons if not employed, and salary earned from nursing.

Employment Status

The employment status of in-state RNs is shown in Table 16A. About 110,000 or 82 percent of these respondents are employed in nursing full time or part time. This survey classified full-time employment as working 37.5 hours or more per week, and this should be considered when interpreting these data. Some full-time positions are known to be based on fewer total hours per week (e.g., 35). Respondents holding such jobs may have checked "part-time" based on the assigned cut-off. The data show that about 30 percent of the employed in-state RNs are working part time in nursing.

Table 16B shows the employment status of out-of-state RNs. A slightly smaller proportion (73 percent) of the out-of-state group of RNs are employed in nursing than is shown for in-state RNs (82 percent). A slightly larger proportion of in-state RNs are employed part time in nursing, but a slightly larger proportion of the out-of-state RNs are employed in another field.

About 23,466 out-of-state RN respondents identified the state where they are employed full time or part time in nursing. The states where about 66 percent of these out-of-state respondents are employed full time or part time in nursing are listed below.

New Jersey	3,293
New York	3,188
Florida	2,481
California	1,999
Pennsylvania	1,480
Connecticut	1,090
Texas	1,011
Massachusetts	913

The locations outside the United States where the largest numbers of out-of-state respondents are employed full time or part time are North America, other than Puerto Rico (406), Puerto Rico (118), and Europe (107).

The 1982 national data on newly licensed RNs report the proportions working full time and part time six to eight months after licensure. Nearly 87 percent of the national sample of these employed RNs reported full-time employment and 13 percent part time. New York's data correspond to the national sample for that year. Nationally, nearly 96 percent of the 1982 newly licensed RN graduates were employed in nursing six to eight months after

licensure. The data on New York show that about 94 percent were employed in nursing. The data also show that associate-degree graduates are more likely to be working part time compared with baccalaureate and diploma graduates.³³

The 1982 national report notes that dramatic upswings were observed in the number of 1982 newly licensed nurses who reported that they could not find work and did not choose the question's option of "desired work not available." The percent leaped to 16.9 from 3.9 percent, and since the supply of nurses has been relatively stable in recent years, the increase was not credited with this change. The report noted that unemployment showed marked increases for all types of programs over the previous years.³⁴

Percentage Rise in Unemployment Over Previous Years

Associate-degree graduates	14.2%
Baccalaureate-degree graduates	10.5%
Diploma graduates	9.5%

Table 17 compares the number of RNs employed in nursing over this decade. The number of in-state RNs employed in nursing in New York State in the 1983 data shows an increase of about eight percent compared with the 1973 data. The data also show that the number of respondents employed in nursing has more than doubled (by about 56,561 RNs) since 1973.

Table 18A addresses the highest degree held and employment status. When employment in general is considered, nearly 90 percent of the degree respondents are employed. As a group which could include more of the retired nurses, the holders of the diploma as their highest credential show the lowest percentage employed. The data show that as the nursing education of the RN increases, the proportion of the RNs employed full time consistently increases. When full- and part-time employment in nursing of the in-state RNs is considered, associate-degree and doctoral-degree respondents show the highest proportion employed in nursing (88.2 and 89.3 percent, respectively). Both diploma and associate-degree respondents show the highest proportions working part time.

Table 18B shows the highest degree held and employment status of out-of-state respondents. This group differs somewhat from the in-state respondents. The out-of-state RNs who are employed in nursing in highest proportions

³³ NLN, *Nursing Data Book*, pp. 110, 114-115.

³⁴ NLN, *Ibid.*, p. 111.

are holders of doctorate, master's, and associate degrees. Among out-of-state RNs holding degrees, those holding bachelor's degrees have the highest proportions unemployed.

Table 18C shows differences in the employment status of in-state men and women respondents. Higher proportions of women RNs are employed part time, unemployed seeking nursing employment, and unemployed and not seeking employment. On the other hand, larger proportions of men RNs are employed full time and are employed in another field.

Reasons Not Employed in Nursing

RNs not employed in nursing were asked to indicate the most important reason, and if appropriate, a second most important reason for not being employed in nursing. The data in Table 19A show that of the approximately 25,000 in-state RNs who are unemployed in nursing indicated "family responsibility" as the most important reason for not being employed in nursing. The two most important reasons given by the next two largest groups were "retired" and "prefer employment in other field."

Table 19A also shows the second most important reason given by the in-state respondents. The second most important reason given most frequently for unemployment in nursing by in-state RNs is "need updating in knowledge/skills." "Working conditions" is given next as the second most important reason, followed by "salary unacceptable."

When the reasons given most frequently for both the most and second most important reason categories are combined, four reasons prevail in this rank order: "family responsibility," "retirement," "need updating in knowledge/skills," "prefer employment in other field."

Tables 19B and 19C show the replies for out-of-state RNs on the most important reason and the second most important reason, respectively. The rank order of the three most common replies to the question on the most important reason for not being employed in nursing corresponds between the in-state and the out-of-state RNs: "family responsibility," "retirement," and "prefer employment in other field." The data in Table 19C show that "need updating in knowledge/skills" is the second most important reason given most frequently for the out-of-state group, as it was for the in-state group. This was followed by "prefer employment in other field" and "salary unacceptable."

When the frequency of the reasons of the out-of-state respondents for both the most and second most important categories are combined, four reasons prevail in rank order: "family responsibility," "retirement," "need updating in knowledge/skills," and "prefer employment in other

field." These are the same four most common reasons given by in-state RNs.

Table 20A, on in-state respondents, shows age and the most important reason for not being employed in nursing. Overall, family responsibility is highest proportionately for in-state nurses who are not employed in nursing. In the 30-34 age range, this reason accounts for at least 70 percent of the responses and continues to predominate among reasons until age 60, when retirement becomes the most important reason for that age group and older. Being a student is the next most important reason (27.1 percent), in the 20-24 age range. After this age group, preference for employment in other field is the most important reason given by the second largest proportion of RN respondents until age 55. At ages 55-59 retirement accounts for the second most frequently given reason and emerges as the most important reason by age 60. When family responsibility begins to drop as the most important reason given by the largest proportion of RN respondents at the 45-49 age group, a slight increase occurs for retirement as a reason. From age 40-60, as family responsibility begins to drop, need for knowledge/skills shows its increase as a reason and peaks between the ages 45-59.

Tables 20B, 20C, and 20D show more specific data on the responses of in-state RNs and their reasons for not being employed in nursing. Table 20B shows data on basic nursing educational preparation and two important reasons for unemployment in nursing: "need updating in knowledge/skills" and "retired." Both reasons were proportionately higher for the in-state RNs having diploma education as their initial preparation in nursing, followed by those having baccalaureate educational preparation.

Table 20C shows the year of graduation for the in-state respondents giving "need updating in knowledge/skills" and "retired" as their most important reason for unemployment in nursing. The data show that the highest proportion of respondents who graduated in 1945-49 or nearly 35-45 years ago chose "need updating in knowledge/skills" as their most important reason for not being employed in nursing. Few who graduated within the past ten years chose this response as their most important reason for unemployment in nursing. This same reason, "need updating in knowledge/skills," is the most important reason for RNs graduating between the years of 1949 and 1955. "Retired" emerges as the most important reason among the graduates of 1954 or earlier. A small percentage of RNs graduating after 1960 chose "retired" as their most important reason.

Table 20D shows the second most important reason for unemployment of in-state RNs who chose "family responsibility," "prefer employment in other field," and "retired" as their most important reason for not being employed in

nursing. RN respondents who chose "family responsibility" as their most important reason most often (37 percent) chose "need updating in knowledge/skills" as their second most important reason, followed by "salary unacceptable" and "unsatisfactory working conditions." About 63 percent of the RN respondents who chose "prefer employment in other field" as the most important reason chose as their second most important reason "salary unacceptable," "unsatisfactory working conditions," and "need updating in knowledge/skills." The RNs who chose "retired" most often as their most important reason chose most frequently (56 percent) "family responsibility," "need updating in knowledge/skills," and "prefer employment in other field" as their second most important reason for unemployment in nursing.

In a 1981 national survey, data show that about one-quarter of the 274 samples of newly licensed RNs who were New York residents at the time of the survey (1981) reported the main reason for their unemployment status was that they are continuing their education. "Family responsibility" was the most common reason (35 percent) in that survey. "Relocation" was the third most common reply (10.6 percent) and "no jobs" fourth (4.7 percent).³⁵

The 1982 national data do not differentiate whether un-

employment is in nursing or in general, but do show two choices: "no jobs available" and "desired jobs not available." In the data, the replies of newly licensed RNs show fewer nurses indicating "continuing education" as the reason for unemployment. While the sizes of the 1981 and 1982 samples differ, "continuing education" as a reason drops significantly from 26.5 percent in 1981 to 14.2 percent in 1982 and becomes the third most frequently given reason (excluding the reason "other"). After "family responsibility," "no jobs available" was claimed by the second-largest proportion of newly licensed RNs. "Relocation" was the reason for unemployment more often among diploma and baccalaureate newly licensed RNs than for the associate-degree group (19.4, 16.1, 9.9 percent, respectively). Associate-degree and diploma RNs tended to give "education" as a reason for unemployment more often than baccalaureate graduates. New York State's data in this national pool show "no jobs available" as the least-used reply. The choices of "to continue education" and "other" were next after "family responsibility."^{36,37} While unemployment of newly licensed nurses in all states remains low, the two highest proportions were in Vermont (2.5) and Minnesota (2.1), with no unemployment reported in several states.

*Percentage of Responses for Newly Licensed RNs and Main Reason for Unemployment

Summary National Data	No.	No Jobs	Desired Jobs Not Available	Continuing Education	Family Responsibility	Relocation	Other
United States							
1981	1,905	4.1	N.D.	18.6	37.2	13.0	27.0
1982	2,215	16.9	9.1	14.2	32.1	11.9	15.7
New York							
1981	274	4.7	N.D.	24.5	35.4	10.6	24.8
1982	265	4.9	10.9	20.8	38.1	8.7	16.6

* Compared with the marked changes in the reason for unemployment nationally, New York's status appears more stable. About a 13 percent increase occurred in the "no job" category nationally between 1981 and 1982 surveys. New York is among the states with the lowest proportions showing this reply.

³⁵ NLN, *Employment, Mobility, and Personal Characteristics, RN and PN B-9*.

³⁶ NLN, *Nursing Data Book*, pp. 111 and 112.

³⁷ *Ibid.*, pp. 109 and 110.

Salary

RNs employed in nursing show various earnings depending upon geographic location, highest degree held, sex, and job responsibility. The gross salary (before taxes) earned by in-state RNs employed in nursing full time and part time is shown in Table 21A. While Table 21A shows that most part-time RNs in this sample earn less than \$10,000, some actually earn considerably more. The largest number of in-state full-time RNs employed in nursing earn between \$20,000 and \$25,000. Table 22 identifies that most of these RNs are employed in the City of New York, the Hudson Valley, and the Nassau/Suffolk regions. The next largest number of the in-state respondents in these three regions employed in nursing full time appears in the \$15,001-\$20,000 range, which is the most common salary range for the respondents in the other five regions. Based on geographic regions, shown in Table 22, average

salaries range from about \$18,000 in Region 5, northeastern New York, to about \$22,000 in Region 7, City of New York.

Table 21B shows data on the gross annual salary of the out-of-state RNs. The larger proportion of out-of-state RNs earn \$20,001-\$25,000 annually. The second-highest proportion of RNs earn \$15,001-\$20,000. Nearly 30 percent earn less than \$15,000. The data of the in-state and out-of-state RNs differ slightly. The out-of-state RNs tend to have higher proportions earning \$25,001-\$30,000 and lower proportions earning less than \$25,000 than do the in-state RNs.

*States Having Highest Proportions of Newly Licensed RNs With Annual Salaries of \$20,000 and Over

Alaska	75.6	Oklahoma	43.6
California	63.7	District of Columbia	41.2
Washington	54.3	Michigan	35.9
Louisiana	49.9	New York	35.9
Nevada	44.3		

*The national data show that higher proportions of the salaries for full-time work of newly licensed RNs on the west coast are \$20,000 and over, in contrast to the rest of the nation:³⁸

The relation of sex and annual gross salary from nursing for in-state respondents appears in Table 23. Even though men are a minority in nursing, the table shows that after the \$15,001-\$20,000 salary range, larger proportions of men than women earn higher salaries. The findings in Tables 27 and 31A, which will be discussed in the next section, show that proportionately men tend to hold more administrative positions and work in different employment settings than do women. In Table 23, men average about \$23,000 while women average about \$21,000.

Based on the highest degree held in Table 24, average salaries for in-state RNs range from about \$19,300 for associate-degree RNs to about \$33,500 for the doctorate

in nursing. Primary responsibility tends to affect income, as shown in Table 25. In-state RNs in patient-care delivery earn on the average about \$19,500 while those in administrative positions earn about \$27,100.

The highest proportion of in-state RNs earning the highest salaries are those holding doctorates. At least 20 percent earn \$35,001-\$40,000. The data in Table 25 show that higher proportions of these salaries are in administration.

³⁸ Ibid., pp. 119 and 120.

Table 16A
In-state RNs by Employment Status
in New York State

Employment Status in NYS	In-state RNs	
	Number	Percent
Employment in Nursing Full-Time ¹	77,158	57.4
Employed in Nursing Part-Time	32,343	24.1
Employed, Not in Nursing	5,163	3.8
Unemployed, Seeking Nursing Employment	4,740	3.5
Unemployed	14,925	11.1
Nonresponse	2,787	-
Total	137,116	100.0

Table 16B
Out-of-state RNs by Employment Status

Employment Status	Out-of-state RNs	
	Number	Percent
Employed in Nursing Full-Time	17,472	52.5
Employed in Nursing Part-Time	6,804	20.5
Employed, Not in Nursing	1,814	5.5
Unemployed Seeking Nursing Employment	1,444	4.3
Unemployed	5,734	17.2
Nonresponse	725	-
Total	33,993	100.0

¹ Defined as 37.5 or more hours per week.

Table 17
In-state RNs: 1973, 1977, 1983* by
Employment Status in Nursing
in New York State
(All RNs)

Survey	Employed in Nursing in NYS						Inactive in Nursing		NR	Total	
	Full-Time		Part-Time		Total						
	Na	%	Na	%	Na	%	Na	%	Na	Na	%
1973	36,422	50.6	16,518	23.0	52,940	73.6	18,972	26.4	4,397	76,309	100.0
1977	71,018	56.1	24,990	19.8	96,008	75.9	30,507	24.1	1,348	127,863	100.0
1983	77,158	57.4	32,343	24.1	109,501	81.5	24,828	18.5	2,787	137,116	100.0

* Response rates:

1973 - 57%
1977 - 83%
1983 - 82%

Table 18A
In-state RNs by Employment Status and Highest Degree Held

Highest Degree Held	Employed Nursing Full-Time		Employed Nursing Part-Time		Employed Other Field		Unemployed Seek Nursing Employment		Unemployed		NR	Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	Number	%
Diploma	28,749	49.7	16,174	27.9	1,799	3.1	2,225	3.8	8,960	15.5	1,551	59,458	100.0
Associate Degree	16,949	62.0	7,152	26.2	635	2.3	871	3.2	1,715	6.3	329	27,651	100.0
Bachelor's Degree Nursing	17,597	64.3	5,579	20.4	812	3.0	920	3.4	2,477	9.1	333	27,718	100.0
Bachelor's Degree Other	5,850	64.9	1,595	17.7	619	6.9	279	3.1	665	7.4	149	9,157	100.0
Master's Degree Nursing	4,288	67.4	964	15.2	293	4.6	250	3.9	567	8.9	127	6,489	100.0
Master's Degree Other	2,513	58.7	514	12.0	823	19.2	117	2.7	315	7.4	105	4,387	100.0
Doctorate, Nursing	200	78.7	27	10.6	8	3.2	8	3.2	11	4.3	3	257	100.0
Doctorate, Other	169	43.9	54	14.0	128	33.3	7	1.8	27	7.0	5	390	100.0
Nonresponse	843	-	284	-	46	-	63	-	188	-	185	1,609	-
TOTAL	77,158	57.4	32,343	24.1	5,163	3.8	4,740	3.5	14,925	11.1	2,787	137,116	100.0

Table 18B
Out-of-state RNs by Employment Status and Highest Degree Held

Highest Degree Held	Employed in Nursing Full-Time		Employed in Nursing Part-Time		Employed in Other Field		Unemployed, Seek Nursing Employment		Unemployed		Non- response	Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	Number	%
Diploma	6,582	45.0	3,372	23.1	647	4.4	674	4.6	3,340	22.9	380	14,995	100.0
Associate Degree	2,419	59.0	943	23.0	144	3.5	164	4.0	430	10.5	45	4,145	100.0
Bachelor's Degree Nursing	4,388	57.8	1,454	19.1	327	4.3	342	4.5	1,083	14.3	111	7,705	100.0
Bachelor's Degree Other	1,249	55.7	388	17.3	219	9.8	86	3.8	302	13.5	48	2,292	100.0
Master's Degree Nursing	1,650	66.5	355	14.3	94	3.8	100	4.0	281	11.3	30	2,510	100.0
Master's Degree Other	729	51.3	175	12.3	288	20.3	48	3.4	182	12.8	37	1,459	100.0
Doctorate, Nursing	113	82.5	10	7.3	6	4.4	4	2.9	4	2.9	5	142	100.0
Doctorate, Other	116	51.1	17	7.5	70	30.8	7	3.1	17	7.5	1	228	100.0
Nonresponse	145	-	59	-	16	-	8	-	234	-	55	517	-
TOTAL	17,391	52.3	6,773	20.4	1,811	5.4	1,433	4.3	5,873	17.6	712	33,993	100.0

Table 18C
In-state RNs by Employment Status and Sex

Sex	Employed in Nursing Full-time		Employed in Nursing Part-time		Employed in Other Field		Unemployed Seek Nursing Employment		Unemployed		Non- response	Total	
	Na	%	Na	%	Na	%	Na	%	Na	%	Number	Na	%
Men	3,711	73.9	521	10.4	375	7.5	137	2.7	275	5.5	97	5,116	100.0
Women	73,130	56.8	31,708	24.6	4,763	3.7	4,577	3.6	14,572	11.3	2,661	131,411	100.0
Nonresponse	317	-	114	-	25	-	26	-	78	-	29	589	-
Total	77,158	57.4	32,343	24.1	5,163	3.8	4,740	3.5	14,925	11.1	2,787	137,116	100.0

Table 19 A
In-state RNs by Reasons
Not Employed in Nursing

Reason	Most Important		Second Most Important	
	Number	Percent	Number	Percent
Family Responsibility	10,777	46.2	1,264	9.9
Student	694	3.0	383	3.0
Salary Unacceptable	1,004	4.3	1,509	11.9
Unsatisfactory Personnel Policies	402	1.7	668	5.3
Unsatisfactory Working Conditions	968	4.2	1,632	12.9
Need Updating in Knowledge/Skills	924	4.0	3,078	24.2
Prefer Employment in Other Field	1,953	8.4	1,452	11.4
Retired	4,379	18.8	697	5.5
Other	2,229	9.6	2,021	15.9
Nonresponse	1,498	—	12,124	—
TOTAL	24,828	100.0	24,828	100.0

Table 19B
Out-of-state RNs by Most Important Reason Not
Employed in Nursing

Most Important Reason	Not Employed in Nursing	
	Number	Percent
Family Responsibility	4,097	45.9
Student	292	3.3
Salary Unacceptable	396	4.4
Unsatisfactory Personnel Policies	115	1.3
Unsatisfactory Working Conditions	336	3.8
Need Updating in Knowledge/Skills	389	4.4
Prefer Employment in Other Field	711	8.0
Retired	1,647	18.5
Other	936	10.5
Nonresponse	198	—
Total	9,117	100.0

Table 19C
Out-of-State RNs by Second Most Important Reason
Not Employed in Nursing

Second Most Important Reason	Not Employed in Nursing	
	Number	Percent
Family Responsibility	523	10.2
Student	185	3.6
Salary Unacceptable	572	11.2
Unsatisfactory Personnel Policies	218	4.3
Unsatisfactory Working Conditions	556	10.9
Need Updating in Knowledge/Skills	1,317	25.8
Prefer Employment in Other Field	599	11.7
Retired	305	6.0
Other	828	16.2
Nonresponse	4,014	-
Total	9,117	100.0

Table 20A
In-state RNs by Most Important Reason Not Employed in Nursing* and Age

Age	Family Responsibility		Student		Salary Unacceptable		Unsatisfactory Personnel Policies		Unsatisfactory Working Conditions		Need Knowledge/Skill Update		Prefer Other Field		Retired		Other		NR	TOTAL	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Na	Number	%
Less than 20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	100.0	-	1	100.0
20-24	71	34.3	56	27.1	7	3.4	2	1.0	17	8.2	4	1.9	24	11.6	-	-	26	12.6	25	232	100.0
25-29	1,225	62.2	165	8.4	82	4.2	34	1.7	108	5.5	14	0.7	174	8.8	3	0.2	165	8.4	111	2,081	100.0
30-34	2,289	71.1	147	4.6	161	5.0	46	1.4	149	4.6	23	0.7	229	7.1	1	0.0	174	5.4	164	3,383	100.0
35-39	2,119	66.1	120	3.7	192	6.0	57	1.8	168	5.2	39	1.2	288	9.0	4	0.1	220	6.9	147	3,354	100.0
40-44	1,560	58.3	99	3.7	176	6.6	54	2.0	155	5.8	95	3.6	285	10.7	10	0.4	241	9.0	170	2,845	100.0
45-49	1,044	49.6	48	2.3	140	6.7	51	2.4	107	5.1	165	7.8	268	12.7	35	1.7	246	11.7	131	2,235	100.0
50-54	861	43.2	28	1.4	112	5.6	54	2.7	104	5.2	177	8.9	241	12.1	113	5.7	303	15.2	147	2,140	100.0
55-59	808	33.2	13	0.5	74	3.0	58	2.4	91	3.7	214	8.8	226	9.3	572	23.5	381	15.6	201	2,638	100.0
60-64	484	20.4	7	0.3	41	1.7	34	1.4	44	1.9	110	4.6	118	5.0	1,249	52.6	288	12.1	156	2,531	100.0
65-69	167	9.2	4	0.2	9	0.5	6	0.3	15	0.8	50	2.8	67	3.7	1,387	76.4	111	6.1	106	1,922	100.0
70-74	67	7.9	2	0.2	1	0.1	1	0.1	1	0.1	21	2.5	14	1.7	699	82.5	41	4.8	74	921	100.0
Over 74	19	6.4	2	0.7	1	0.3	1	0.3	-	-	5	1.7	6	2.0	254	85.0	11	3.7	42	341	100.0
Non-response	63	-	3	-	8	-	4	-	9	-	7	-	13	-	52	-	21	-	24	204	-
TOTAL	10,777	48.2	694	3.0	1,004	4.3	402	1.7	968	4.2	924	4.0	1,953	8.4	4,379	18.8	2,229	9.6	1,498	24,828	100.0

* Includes the following responses to question 12: Employed in field Other Than Nursing; Unemployed But Seeking Employment in Nursing; Unemployed But Not Seeking Employment in Nursing.

Table 20B
In-state RNs Who Chose Two Specific Most Important Reasons
Not Employed in Nursing, by Basic Nursing Preparation

	Diploma		Associate Degree		Bachelor's or Higher		Nonresponse	Total	
Reason Not Employed	Number	%	Number	%	Number	%	Number	Number	%
Need Updating in Knowledge/Skills	717	78.4	75	8.2	123	13.4	9	924	100.0
Retired	3,679	85.2	151	3.5	488	11.3	61	4,379	100.0

Table 20C
In-state RNs Who Chose Two Specific Most Important Reasons
Not Employed in Nursing, by Year of Graduation

	Before 1940		1940-44		1945-49		1950-54		1955-59		1960-64		1965-69		1970-74		1975-79		1980-83		NR	Total	
	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	Na	%
Need Updating in Knowledge/Skills	58	6.4	89	9.8	202	22.3	169	18.7	170	18.8	97	10.7	45	5.0	38	4.2	28	3.1	10	1.1	18	924	100.0
Retired	1,729	40.7	1,329	31.3	793	18.7	198	4.7	62	1.5	32	0.8	29	0.7	58	1.4	19	0.4	2	0.0	128	4,379	100.0

Table 20D
In-state RNs Who Chose Three Specific Most Important Reasons
Not Employed in Nursing, by Second Most Important Reasons

Reason Not Employed	Family Responsibility		Student		Salary Unacceptable		Unsatisfactory Personnel Policies		Unsatisfactory Working Conditions		Need Upgrading in Knowledge/ Skills		Prefer Employment in Other Field		Retired		Other		Nonresponse		Total	
	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	Na	%	
Family Responsibility	32	0.5	291	4.7	717	11.7	259	4.2	696	11.3	2,264	36.8	480	7.8	280	4.6	1,134	18.4	4,624	10,777	100.0	
Prefer Employment in Other Field	157	10.8	28	1.9	328	22.6	73	5.0	307	21.2	272	18.8	7	0.5	53	3.7	224	15.5	504	1,953	100.0	
Retired	261	24.2	2	0.2	38	3.5	28	2.6	53	4.9	244	22.6	104	9.6	42	3.9	308	28.5	3,299	4,379	100.0	

Table 21A
In-state RNs by Employment Status and Annual Gross Salary From Nursing

Employment Status	Less than \$10,000		\$10,000-15,000		\$15,001-20,000		\$20,001-25,000		\$25,001-30,000		\$30,001-35,000		\$35,001-40,000		\$40,001-45,000		\$45,001-50,000		Over \$50,000		NR	TOTAL	
	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	Na	%
Full-Time	887	1.2	6,926	9.2	26,020	34.4	30,205	40.0	8,112	10.7	2,178	2.9	725	1.0	264	0.4	132	0.2	128	0.2	1,581	77,158	100.0
Part-Time	17,823	57.0	9,700	31.0	2,765	8.8	744	2.4	157	0.5	40	0.1	18	0.1	12	0.0	4	0.0	6	0.0	1,074	32,343	100.0

Table 21B
Out-of-state RNs by Employment Status and Annual Gross Salary From Nursing

Employment Status	Less than \$10,000		\$10,000-15,000		\$15,001-20,000		\$20,001-25,000		\$25,001-30,000		\$30,001-35,000		\$35,001-40,000		\$40,001-45,000		\$45,001-50,000		Over \$50,000		NR	Total	
	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	Na	%
Full-Time	233	1.4	1,097	6.5	4,343	25.6	6,339	37.4	3,078	18.1	1,089	6.4	421	2.5	170	1.0	101	0.6	96	0.6	424	17,391	100.0
Part-Time	3,285	50.3	1,923	29.4	847	13.0	347	5.3	95	1.5	25	0.4	9	0.1	1	0.0	-	0.0	2	0.0	239	6,773	100.0

Table 22
In-state RNs by HSA Region of Employment, Annual Gross Salary
From Full-Time Nursing Employment

	Less than \$10,000		\$10,000- \$15,000		\$15,001- \$20,000		\$20,001- \$25,000		\$25,001- \$30,000		\$30,001- \$35,000		\$35,001- \$40,000		\$40,001- \$45,000		\$45,001- \$50,000		Over \$50,000		NR	Total	
HSA Region	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	Na	%
1. Western New York	111	1.6	1,224	17.6	3,661	52.7	1,471	21.2	341	4.9	91	1.3	31	0.4	13	0.2	2	0.0	4	0.1	89	7,038	100.0
2. Finger Lakes	82	1.6	699	13.4	2,599	49.6	1,328	25.4	370	7.1	103	2.0	40	0.8	6	0.1	4	0.1	5	0.1	49	5,285	100.0
3. Central New York	178	3.0	1,340	22.2	2,471	41.0	1,555	25.8	365	6.1	68	1.1	30	0.5	12	0.2	4	0.1	4	0.1	72	6,099	100.0
4. NY/Penn	24	1.8	249	18.8	621	46.8	333	25.1	80	6.0	11	0.8	3	0.2	1	0.1	1	0.1	3	0.2	21	1,347	100.0
5. Northeastern New York	140	2.4	1,400	24.0	2,635	45.2	1,208	20.7	289	5.0	105	1.8	36	0.6	10	0.2	7	0.1	4	0.1	71	5,905	100.0
6. Hudson Valley	83	1.0	782	9.6	2,991	36.7	3,129	38.4	875	10.7	171	2.1	68	0.8	26	0.3	17	0.2	9	0.1	85	8,236	100.0
7. City of New York	115	0.4	490	1.7	7,599	25.9	15,202	51.8	4,150	14.1	1,162	4.0	361	1.2	137	0.5	72	0.3	67	0.2	410	29,765	100.0
8. Nassau-Suffolk	87	0.9	491	5.1	2,458	25.6	4,858	50.6	1,228	12.8	317	3.3	95	1.0	30	0.3	11	0.1	24	0.3	91	9,690	100.0
Nonresponse	67	-	251	-	965	-	1,121	-	414	-	150	-	61	-	29	-	14	-	8	-	693	3,793	100.0
Total	887	1.2	6,926	9.2	26,020	34.4	30,205	40.0	8,112	10.7	2,178	2.9	725	1.0	264	0.4	132	0.2	128	0.2	1,581	77,158	100.0

Table 23
In-state RNs by Sex and Annual Gross Salary From Full-Time Nursing Employment

	Less than \$10,000		\$10,000- \$15,000		\$15,001- \$20,000		\$20,001- \$25,000		\$25,001- \$30,000		\$30,001- \$35,000		\$35,001- \$40,000		\$40,001- \$45,000		\$45,001- \$50,000		Over \$50,000		NR	Total	
Sex	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	Na	%
Men	17	0.5	190	5.2	967	26.6	1,494	41.1	588	16.2	192	5.3	94	2.6	42	1.2	24	0.7	25	0.7	78	3,711	100.0
Women	863	1.2	6,700	9.4	24,962	34.9	28,582	39.9	7,497	10.5	1,974	2.8	627	0.9	222	0.3	107	0.1	102	0.1	1,494	73,130	100.0
Nonresponse	7	-	36	-	91	-	129	-	27	-	12	-	4	-	-	-	1	-	1	-	9	317	100.0
Total	887	1.2	6,926	9.2	26,020	34.4	30,205	40.0	8,112	10.7	2,178	2.9	725	1.0	264	0.4	132	0.2	128	0.2	1,581	77,158	100.0

Table 24
In-state RNs by Highest Degree and Annual Gross Salary From Full-Time Nursing Employment

	Less than \$10,000		\$10,000- \$15,000		\$15,001- \$20,000		\$20,001- \$25,000		\$25,001- \$30,000		\$30,001- \$35,000		\$35,001- \$40,000		\$40,001- \$45,000		\$45,001- \$50,000		Over \$50,000		NR	Total	
Highest Degree	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	Na	%
Diploma	520	1.9	3,281	11.7	10,338	36.8	10,871	38.7	2,409	8.8	486	1.6	126	0.5	43	0.2	22	0.1	14	0.0	670	28,749	100.0
Associate Degree	139	0.8	2,042	12.3	7,171	43.1	6,391	38.4	748	4.6	88	0.6	28	0.2	13	0.1	8	0.1	7	0.0	314	16,949	100.0
Bachelor's Nursing	119	0.7	1,088	6.3	5,888	34.0	7,884	45.6	1,845	10.7	360	2.1	72	0.4	28	0.2	13	0.1	10	0.0	290	17,597	100.0
Bachelor's Other	46	0.8	283	4.9	1,400	24.5	2,547	42.9	1,061	18.5	259	4.5	88	1.5	24	0.4	9	0.2	7	0.1	126	5,850	100.0
Master's Nursing	26	0.6	107	2.5	610	14.5	1,314	31.2	1,162	27.6	582	13.8	240	5.7	91	2.2	39	0.9	39	0.9	78	4,288	100.0
Master's Other	13	0.5	62	2.5	328	13.3	787	32.0	724	29.4	347	14.1	112	4.6	41	1.7	24	1.0	22	0.9	53	2,513	100.0
Doctorate Nursing	-	-	3	1.5	7	3.5	31	15.5	43	21.5	37	18.5	40	20.0	16	8.0	8	4.0	15	7.5	-	200	100.0
Doctorate Other	3	1.8	2	1.2	11	6.7	38	23.0	37	22.4	31	18.8	16	9.7	8	4.9	6	3.6	13	7.9	4	169	100.0
Nonresponse	21	-	58	-	267	-	342	-	83	-	18	-	4	-	-	-	3	-	1	-	46	843	-
Total	887	1.2	6,926	9.2	26,020	34.4	30,205	40.0	8,112	10.7	2,178	2.9	725	1.0	264	0.4	132	0.2	128	0.2	1,581	77,158	100.0

Table 25
In-state RNs by Primary Responsibility and Annual Gross Salary From Full-Time Nursing Employment

Responsibility	Less than \$10,000		\$10,000- \$15,000		\$15,001- \$20,000		\$20,001- \$25,000		\$25,001- \$30,000		\$30,001- \$35,000		\$35,001- \$40,000		\$40,001- \$45,000		\$45,001- \$50,000		Over \$50,000		NR	Total	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	No	%
Patient Care	542	1.1	4,862	10.1	19,458	40.8	19,869	41.4	2,660	5.5	411	0.9	98	0.2	41	0.1	16	0.0	20	0.0	504	48,481	100.0
Teaching	48	1.1	318	7.0	1,224	26.9	1,681	36.9	869	19.1	294	6.5	87	1.9	17	0.3	12	0.2	7	0.1	54	4,611	100.0
Supervision	89	0.5	810	7.0	2,749	23.9	5,041	43.8	2,272	19.7	454	3.9	87	0.8	28	0.2	10	0.1	3	0.0	121	11,634	100.0
Administration	33	0.6	151	2.9	608	13.1	1,352	25.8	1,524	29.1	781	14.9	393	7.5	152	2.9	82	1.6	85	1.6	89	5,330	100.0
Research	-	-	8	1.7	89	24.0	139	48.3	53	18.4	13	4.5	5	1.7	2	0.7	1	0.0	1	0.0	-	288	100.0
Consultation	8	1.3	47	7.3	144	22.5	209	32.7	152	23.8	59	9.2	14	2.2	4	0.6	-	-	3	0.5	13	653	100.0
Other	156	3.6	567	13.0	1,353	31.1	1,574	36.2	490	11.3	144	3.3	38	0.9	14	0.3	7	0.2	8	0.2	70	4,421	100.0
Nonresponse	41	-	166	-	335	-	340	-	92	-	22	-	3	-	6	-	4	-	1	-	730	1,740	-
Total	887	1.2	6,926	9.2	26,020	34.4	30,205	40.0	8,112	10.7	2,178	2.9	725	1.0	264	0.4	132	0.2	128	0.2	1,581	77,158	100.0

E. Practice Characteristics

Practice characteristics in this survey comprise information on employment setting, primary responsibility, and major clinical area. All of the response data are for the 109,501 in-state RNs who indicated employment in nursing.

Employment Setting

It has been characteristic in nursing that most of its practitioners work in structured employment settings and very few are self-employed. As shown in Table 26A, hospitals employ about 67 percent of all in-state RNs employed in nursing regardless of their initial type of education. The next highest proportion (8.3 percent) are employed in nursing homes, followed by 5.6 percent in community/public health agencies. The remaining 19 percent are spread among other settings. Table 26B on out-of-state RNs shows similar data for these respondents.

Using the data in Table 27, larger proportions of men than women tend to gravitate to hospital employment settings, while larger proportions of women than men tend to select different employment settings: nursing homes, schools of nursing, schools, physicians' offices, community health, business/industry, and self-employed. After hospitals, the armed services, diagnostic/treatment centers, and other settings attract more of the men.

Table 28A compares the employment status and settings. Comparable with 1982 national data, most of the employed RNs in the New York survey report both full-time and part-time employment in hospitals and nursing homes.³⁹ This table also shows that greater proportions of RNs employed part time in nursing identified as their employment setting nursing homes, schools, physicians' or dentists' offices, diagnostic/treatment centers, self-employment, and other. In addition to hospitals, the full-time RNs employed in nursing work in schools of nursing, community health, business/industry, and the armed services.

Table 28B shows data of in-state RNs for employment setting and highest credential held. The largest proportion of RNs employed by hospitals hold diplomas as their highest credential. Hospitals employ the largest proportion of RNs holding credentials of less than a doctoral degree. Schools of nursing employ the largest proportions, about 63 percent, of all the RNs having doctorates in nursing and about 43 percent of the RNs holding doctorates in

other fields. About 50 percent of the RNs employed by schools of nursing hold master's degrees in nursing and about 6 percent have doctorates in nursing. Community health and the armed services employ mostly RNs holding bachelor's degrees in nursing. The other settings employ mostly RNs having diplomas.

Table 28C shows data on primary place of employment and the age ranges of in-state RNs. As one of the most labor-intensive settings for the practice of nursing, hospitals employ younger nurses than do all other settings. In-state RNs over the age of 55 are employed in largest proportions in schools, business/industry, and self-employment. The self-employed setting employs more RN respondents after 60 than do other settings, where larger proportions of the RNs tend to be younger. Some data on the employment setting for the in-state RNs employed in nursing from the 1973 and 1977 surveys appear in Table 29. While stability is evident in the data, some gradual changes appear and are consistent with the shift in the distribution of care from acute-care settings to other community settings and the increasing demand for some of the other roles in nursing. In 1983, all settings, including hospitals, show decreases in the proportions of RNs they employ, except for the community health setting which shows a gradual and slight increase over the past 10 years. The "other" category setting also shows increases in 1983.

Primary Responsibility

Information regarding the primary responsibility of RNs appears in Table 30A. Patient care is the primary responsibility of about two-thirds of the RNs. The next largest proportion (13 percent) have supervisory responsibility. Table 30B shows similar data on out-of-state RNs.

Table 31A shows that larger proportions of male RNs have administrative responsibility. Male RNs are more often in administration, while female RNs are more often in teaching.

The comparison of sex and salaries for in-state RNs whose primary responsibility is teaching and administration is shown in Tables 31B and 31C. While the proportion of women is larger than the proportion of men in teaching, larger proportions of men than women earn \$20,001 or more. Larger proportions of women than men earn less than \$20,000. About 80 percent of female in-state RNs earn less than \$25,001 and about 58 percent of the men in teaching earn these lower salaries.

While men more often hold administrative responsibilities and women teaching, Table 31C shows that larger proportions of the in-state male RNs earn \$25,001 or more in annual gross salary than do women having these responsibilities. However, the difference between the pro-

³⁹ Ibid., pp. 115-117.

portions of men and women in teaching is greater in the \$25,001-\$30,000 salary range than in administration.

Both the 1973 and 1977 surveys included data on active male and female RN respondents. The 1973 survey included comparable data regarding active RN respondents on primary responsibilities of teaching and administration, sex, and salaries. The largest proportion (30 percent) of women in teaching in that survey earned between \$10,001-\$12,500 and the largest proportion of men (49 percent) earned \$12,501-\$15,000. In administration, women (22 percent) were more likely to earn \$12,501-\$15,000 while men (35 percent) were more likely to earn \$15,001-\$17,500. Between 1973 and 1983, differences between the salaries and the same primary responsibility areas for male and female RNs remain; however, as Table 18C showed, more female RNs worked part time, were looking for nursing employment and not seeking nursing employment while male RNs were more likely to be employed full time or employed in other fields. The 1973 data compared highest degrees held, sex, and primary responsibility. At that time, larger proportions of men in teaching than women in teaching held master's or higher degrees (35 versus 33 percent). On the other hand, larger proportions of female RNs (36 percent) in administration held master's or higher degrees than did men (21 percent). Between 1973 and 1977 proportions of RNs holding master's or higher degrees fell about four percent for both men and women respondents.^{40,41}

Table 32 collates primary responsibility and employment setting. It shows that a hospital has the broadest variety of role opportunities. Except for teaching, the largest proportions of RN respondents work in hospitals in all areas of primary responsibility. After schools of nursing, the

hospital is identified as the setting which has the highest proportion of RNs engaged in teaching and even in this role, the hospital setting is nearly proportionate with schools of nursing. After these two settings, the nursing home is second to hospitals where administration and supervisory responsibility is practiced. Community health settings are second to hospitals for consultation responsibilities.

National data report that 87.7 percent of newly licensed RNs are staff nurses and 9.7 percent are head/charge nurses. Associate-degree graduates show the highest proportion in the head/charge role when compared with newly licensed graduates from other programs: associate degree, 12 percent; diploma, 7.8 percent; baccalaureate, 7.1 percent. In some states, the proportion of newly licensed RNs who claim head/charge nurse positions far exceeds the national proportions; about one-quarter of the newly licensed RNs in Arkansas show this status, followed by Oklahoma and Massachusetts.⁴²

Major Clinical Area

There are no tables based on replies to the survey question on major clinical teaching or practice areas due to possible ambiguity in this item. Some possible choices in this question were functional areas rather than clinical areas, and persons could check either as their specialty (see questionnaire in Appendix B). Some specialties also were related to each other. As a result, the responses were widely distributed and the results lack differentiation. The data show most RNs' responses as "medical/surgical," "other" and "general practice": 30.8, 13.3, and 10.5 percent, respectively.

⁴⁰ The University of the State of New York, The State Education Department, *Staff Report 1973*, pp. 30, B 33, 34, 46 and 47.

⁴¹ The University of the State of New York, The State Education Department, *Registered Nurses (RNs) in New York State*, New York, The State Education Department, September 1980, pp. 12 and 14.

⁴² *NLN Nursing Data Book*, pp. 117-118.

Table 26A
In-state RNs Employed in New York State in Nursing
by Principal Employment Setting

Employment Setting	Employed in NYS in Nursing	
	<i>Number</i>	<i>Percent</i>
Hospital	71,896	67.4
Nursing Home ¹	8,816	8.3
School of Nursing	2,423	2.3
School/College Health Services	3,981	3.7
Physician's/Dentist's Office	3,993	3.7
Community/Public Health ²	6,017	5.6
Business or Industry	1,772	1.7
Armed Services	245	0.2
Diagnostic or Treatment Center ³	785	0.7
Self-Employed	1,837	1.7
Other	4,880	4.6
Nonresponse	2,856	—
Total	109,501	100.0

¹ Including skilled nursing facilities and health-related facilities

² Including home health agencies

³ Including health maintenance organizations

Table 26B
Out-of-state RNs by Principal Employment Setting

Employment Setting	<i>Number</i>	<i>Percent</i>
Hospital	15,612	66.1
Nursing Home	1,645	7.0
School of Nursing	903	3.8
School/College Health Services	548	2.3
Physician's/Dentist's Office	981	4.2
Community/Public Health	1,400	5.9
Business or Industry	445	1.9
Armed Services	474	2.0
Diagnostic or Treatment Center	196	0.8
Self-employed	350	1.5
Other	1,082	4.6
Nonresponse	10,357	—
Total	33,993	100.0

Table 27
In-state RNs Employed in Nursing in
New York State by Sex and Principal Employment Setting

Sex	Hospital		Nursing Home		School of Nursing		School		Physician's Office		Community Health		Business/Industry		Armed Services		Diagnostic/Treatment Center		Self-Employed		Other		NR		TOTAL	
	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%
Men	3,124	75.9	204	5.0	55	1.3	38	0.9	31	0.8	164	4.0	60	1.5	56	1.4	37	0.9	67	1.8	278	6.8	94	2.3	4,208	100.0
Women	68,505	67.1	8,572	8.4	2,362	2.3	3,925	3.8	3,947	3.9	5,831	5.7	1,702	1.7	189	0.2	742	0.7	1,754	1.7	4,579	4.5	2,747	2.7	104,865	100.0
Nonresponse	287	-	40	-	6	-	18	-	15	-	22	-	10	-	-	-	6	-	16	-	23	-	15	-	438	-
TOTAL	71,896	67.4	8,816	8.3	2,423	2.3	3,961	3.7	3,993	3.7	6,017	5.6	1,772	1.7	245	0.2	785	0.7	1,837	1.7	4,880	4.6	2,856	2.8	109,501	100.0

Table 28A
In-state RNs Employed in Nursing in New York State
by Full-and Part-Time Status and Principal Employment Setting

Employment Status	Hospital		Nursing Home		School of Nursing		School		Physician's Office		Community Health		Business/Industry		Armed Services		Diagnostic/Treatment Center		Self-Employed		Other		NR		TOTAL	
	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%
Full-time	53,442	70.9	5,706	7.6	1,839	2.4	2,510	3.3	1,382	1.8	4,422	5.9	1,335	1.8	213	0.3	552	0.7	899	0.8	3,355	4.5	1,803	2.3	77,158	100.0
Part-time	18,454	59.0	3,110	9.9	584	1.9	1,471	4.7	2,611	8.4	1,595	5.1	437	1.4	32	0.1	233	0.8	1,238	4.0	1,525	4.9	1,053	3.2	32,343	100.0

Table 28B
In-state RNs by Principal Employment Setting and Highest Credential Held

Employment Setting	Highest Credential Held																			Total
	Diploma		Associate Degree		Bachelor's Nursing		Bachelor's Other		Master's Nursing		Master's Other		Doctorate Nursing		Doctorate Other		Non-response			
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
Hospital	28,163	39.5	17,920	25.2	16,307	22.9	4,794	6.7	2,458	3.5	1,463	2.1	39	0.1	69	0.1	683	1.0	71,896	100.0
Nursing Home	4,836	55.6	1,906	21.9	1,011	11.6	585	6.7	172	2.0	182	2.1	4	0.0	6	0.1	114	1.6	8,816	100.0
School of Nursing	165	6.8	58	2.4	373	15.5	125	5.2	1,198	49.7	261	10.8	139	5.8	91	3.8	13	0.5	2,423	100.0
School Health Services	1,925	48.7	384	9.7	796	20.1	380	9.6	182	4.6	279	7.1	5	0.1	3	0.1	27	0.7	3,961	100.0
Physician's Office	2,521	63.8	684	17.3	476	12.0	151	3.8	78	2.0	40	1.0	-	-	1	0.0	42	1.1	3,993	100.0
Community/Public Health	1,730	29.0	941	15.8	2,112	35.5	429	7.2	442	7.4	291	4.9	3	0.1	8	0.1	61	1.0	6,017	100.0
Business/Industry	994	56.6	219	12.5	269	15.3	187	9.5	45	2.6	57	3.2	-	-	4	0.2	17	0.3	1,772	100.0
Armed Services	34	14.0	10	4.1	114	46.9	22	9.1	28	11.5	30	12.3	4	1.6	1	0.4	2	0.1	245	100.0
Diagnostic/Treatment Ctr.	293	37.7	166	21.4	147	18.9	60	7.7	82	10.6	26	3.3	-	-	3	0.4	8	0.3	785	100.0
Self-employed	998	55.4	281	15.6	340	13.3	99	5.5	114	6.3	45	2.5	7	0.4	17	0.9	36	1.9	1,837	100.0
Other	1,995	41.3	969	20.0	845	17.5	409	8.5	352	7.3	235	4.9	20	0.4	9	0.2	46	0.9	4,880	100.0
Nonresponse	1,269	-	563	-	486	-	224	-	101	-	118	-	6	-	11	-	78	-	2,856	-
Total	44,923	41.5	24,101	22.2	23,176	21.4	7,445	6.9	5,252	4.9	3,027	2.8	227	0.2	223	0.2	1,127	1.0	109,501	100.0

Table 28C
In-state RNs by Age and Principal Employment Setting

	Hospital		Nursing Home		School of Nursing		School Health Services		Physicians Office		Community/ Public Health		Business/ Industry		Armed Services		Diagnostic/ Treatment Center		Self-Employed		Other		Non-response		Total	
	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Number	Na	%	
Under 20	4	100.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	100.0
20-24	4,737	92.5	121	2.4	-	-	10	0.2	36	0.7	108	2.1	12	0.2	10	0.2	16	0.3	8	0.2	62	1.2	52	5,172	100.0	
25-29	15,283	83.5	675	3.7	122	0.7	95	0.5	395	2.2	798	4.4	174	1.0	49	0.3	116	0.6	122	0.7	469	2.6	292	18,590	100.0	
30-34	13,312	75.3	960	5.4	288	1.6	268	1.5	556	3.1	978	5.5	202	1.1	57	0.3	152	0.9	216	1.2	687	3.9	336	18,010	100.0	
35-39	11,107	67.5	1,277	7.8	443	2.7	528	3.2	715	4.3	963	5.9	219	1.3	57	0.3	139	0.8	283	1.7	724	4.4	374	16,829	100.0	
40-44	8,950	63.1	1,365	9.6	413	2.9	656	4.6	604	4.3	900	6.3	233	1.6	37	0.3	101	0.7	246	1.7	687	4.8	396	14,588	100.0	
45-49	6,574	56.9	1,317	11.4	404	3.5	727	6.3	553	4.8	781	6.8	241	2.1	14	0.1	89	0.8	202	1.7	643	5.6	340	10,985	100.0	
50-54	5,091	54.0	1,199	12.7	308	3.3	660	7.0	395	4.2	638	6.8	230	2.4	11	0.1	62	0.7	221	2.3	608	6.5	323	9,746	100.0	
55-59	3,713	50.3	1,004	13.6	269	3.6	581	7.9	389	5.3	449	6.1	236	3.2	4	0.1	61	0.8	170	2.3	502	6.8	307	7,685	100.0	
60-64	1,876	47.3	556	14.0	134	3.4	313	7.9	184	4.6	259	6.5	143	3.6	3	0.1	30	0.8	172	4.3	300	7.6	192	4,162	100.0	
65-69	461	39.2	181	15.4	27	2.3	79	6.7	89	7.6	61	5.2	41	3.5	-	-	11	0.9	121	10.3	104	8.9	97	1,272	100.0	
70-74	126	37.1	45	13.2	2	0.6	14	4.1	40	11.8	12	3.5	15	4.4	-	-	2	0.6	45	13.2	39	11.5	40	410	100.0	
Over 74	54	37.8	24	16.8	4	2.8	5	3.5	10	7.0	6	4.2	4	2.8	-	-	2	1.4	21	14.7	13	9.1	27	170	100.0	
Nonresponse	608	-	92	-	9	-	45	-	27	-	64	-	22	-	3	-	4	-	12	-	42	-	50	978	-	
Total	71,896	67.4	8,816	8.3	2,423	2.3	3,981	3.7	3,993	3.7	6,017	5.6	1,772	1.7	245	0.2	785	0.7	1,837	1.7	4,880	4.6	2,856	109,501	100.0	

Table 29
In-state RNs 1973, 1977, 1983* Employed in Nursing in New York State by Employment Setting

	Hospital- Nursing Home		School		School of Nursing		Occupational Health		Physician's Office		Community Health		Other**		NR	Total	
Survey	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Na	%	Number	Na	%
1973	39,078	75.9	2,829	5.5	1,402	2.7	1,248	2.4	2,080	4.0	2,311	4.5	2,540	4.9	1,219	52,707	100.0
1977	75,075	78.3	4,588	4.8	2,864	3.0	2,015	2.1	3,877	4.1	4,950	5.2	2,475	2.6	1,512	97,356	100.0
1983	80,712	75.7	3,981	3.7	2,423	2.3	1,772	1.7	3,993	3.7	6,017	5.6	7,747	7.3	2,856	109,501	100.0

* Response rates:

1973-57%

1977-83%

1983-82%

** For 1983 includes armed services, diagnostic/treatment center, self-employed, and other.

Table 30A
In-state RNs Employed in Nursing in New York State by Primary Responsibility

Employed in NYS		
Responsibility	Number	Percent
Patient Care	72,680	68.1
Teaching	6,273	5.9
Supervision	14,213	13.3
Administration	5,854	5.5
Research	378	0.4
Consultation	1,038	1.0
Other	6,267	5.9
Nonresponse	2,798	100.0
Total	109,501	100.0

Table 30B
Out-of-state RNs Employed in Nursing
by Primary Responsibility.

Responsibility	Number	Percent
Patient Care	15,372	65.0
Teaching	1,808	7.6
Supervision	2,908	12.3
Administration	1,885	8.0
Research	123	0.5
Consultation	319	1.3
Other	1,310	5.5
Nonresponse	10,268	-
Total	33,993	100.0

Table 31A
In-state RNs Employed in Nursing in New York State
by Sex and Primary Responsibility

Sex	Patient Care		Teaching		Supervision		Administration		Research		Consultation		Other		Nonresponse	TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	Number	No.	%
Men	2,725	65.8	158	3.8	661	16.0	340	8.2	10	0.2	46	1.1	201	4.9	90	4,231	100.0
Women	69,682	68.2	6,085	6.0	13,492	13.2	5,497	5.4	364	0.4	987	1.0	6,041	5.9	2,692	131,411	100.0
Nonresponse	273	-	30	-	60	-	17	-	4	-	5	-	25	-	16	430	-
TOTAL	72,680	68.1	6,273	5.9	14,213	13.3	5,854	5.5	378	0.4	1,038	1.0	6,267	5.9	2,798	109,501	100.0

Table 31B
In-state RNs Whose Primary Responsibility is Teaching, by Sex and Salary

	Less than \$10,000		\$10,000- 15,000		\$15,001- 20,000		\$20,001- 25,000		\$25,001- 30,000		\$30,001- 35,000		\$35,001- 40,000		\$40,001- 45,000		\$45,001- 50,000		More than \$50,000		NR	Total	
Sex	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	%
Men	13	8.4	7	4.5	24	15.6	45	29.2	43	27.9	14	9.1	5	3.2	2	1.3	1	0.6	-	-	4	158	100.0
Women	1,104	18.4	649	10.8	1,319	22.0	1,684	28.0	844	14.1	287	4.8	83	1.4	18	0.3	11	0.2	7	0.1	79	6,085	100.0
Nonresponse	5	-	7	-	5	-	8	-	2	-	2	-	-	-	-	-	1	-	-	-	-	30	-
Total	1,122	18.1	663	10.7	1,348	21.8	1,737	28.1	889	14.4	303	4.9	88	1.4	20	0.3	13	0.2	7	0.1	83	6,273	100.0

Table 31C
In-state RNs Whose Primary Responsibility is Administration, by Sex and Salary

	Less than \$10,000		\$10,000- 15,000		\$15,001- 20,000		\$20,001- 25,000		\$25,001- 30,000		\$30,001- 35,000		\$35,001- 40,000		\$40,001- 45,000		\$45,001- 50,000		More than \$50,000		NR	Total	
Sex	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	No.	%
Men	5	1.5	6	1.8	20	6.0	58	17.3	118	35.2	60	17.9	40	11.9	13	3.9	8	2.4	7	2.1	5	340	100.0
Women	259	4.8	269	5.0	735	13.6	1,319	24.5	1,430	26.5	723	13.4	358	6.6	144	2.7	75	1.4	78	1.4	107	5,497	100.0
Nonresponse	2	-	-	-	1	-	5	-	4	-	5	-	-	-	-	-	-	-	-	-	-	17	-
Total	266	4.6	275	4.8	756	13.2	1,382	24.1	1,552	27.0	788	13.7	398	6.9	157	2.7	83	1.4	85	1.5	112	5,854	100.0

Table 32
In-state RNs Employed in Nursing in New York State
by Primary Responsibility and Principal Employment Setting

Primary	Hospital		Nursing Home		School of Nursing		School		Physician's Office		Community Health		Business, Industry		Armed Services		Diagnostic/Treatment Ctr.		Self-Employed		Other		NR		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	Number	No.	%	
Patient Care	55,401	77.2	3,381	4.7	88	0.1	1,933	2.7	2,677	3.7	3,263	4.6	840	1.2	114	0.2	459	0.6	1,455	2.0	2,143	3.0	926	72,680	100.0	
Teaching	1,836	29.9	281	4.6	2,002	32.6	590	9.6	176	2.9	536	8.7	88	1.4	18	0.3	44	0.7	107	1.7	467	7.6	128	6,273	100.0	
Supervision	7,808	55.9	3,757	26.9	40	0.3	195	1.4	140	1.0	1,042	7.5	200	1.4	43	0.3	109	0.8	20	0.1	621	4.4	238	14,213	100.0	
Administration	2,910	50.6	921	16.0	199	3.5	128	2.2	305	5.3	506	8.8	185	3.2	49	0.9	95	1.7	30	0.5	422	7.3	104	5,854	100.0	
Research	243	65.7	6	1.6	12	3.2	3	0.8	9	2.4	12	3.2	21	5.7	1	0.3	8	2.2	2	0.5	53	14.3	8	378	100.0	
Consultation	294	29.7	39	3.9	14	1.4	81	8.2	33	3.3	173	17.5	127	12.8	4	0.4	13	1.3	80	8.1	133	13.4	47	1,038	100.0	
Other	2,732	44.3	334	5.4	43	0.7	821	13.3	516	8.4	361	5.9	265	4.3	15	0.2	46	0.8	97	1.6	940	15.2	97	6,267	100.0	
Nonresponse	672	-	97	-	25	-	230	-	137	-	124	-	46	-	1	-	11	-	46	-	101	-	1,308	2,798	-	
TOTAL	71,896	67.4	8,816	8.3	2,423	2.3	3,981	3.7	3,993	3.7	6,017	5.6	1,772	1.7	245	0.2	785	0.7	1,837	1.7	4,880	4.6	2,856	109,501	100.0	

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APPENDICES

A. Selected Tables Arranged by County

TABLE

- A-1 In-state RNs Employed in Nursing in New York State by County of Employment and Age
- A-2 In-state RNs Employed in Nursing in New York State by County of Employment and Principal Employment Setting
- A-3 In-state RNs by County of Mailing Address and Employment Status
- A-4 In-state RNs Employed in Nursing in New York State by County of Employment and Racial/

Ethnic Origin

- A-5 In-state RNs by County of Employment and Full- and Part-time Employment in Nursing in New York State
- A-6 In-state RNs Employed in Nursing in New York State by County of Employment and Basic Nursing Preparation
- A-7 In-state RNs Employed in Nursing in New York State by County of Employment and Highest Credential Held

Table A-1
In-state RNs Employed in Nursing in New York State
by County of Employment and Age
(Counties Arranged by Health Systems Agency Regions)

HSA Region, County	Under 20	20-4	25-9	30-4	35-9	40-4	45-9	50-4	55-9	60-4	65-9	70-4	Over 74	Non- response	Total
1. Western New York	2	596	2,055	1,946	1,501	1,262	1,181	994	777	357	102	16	11	88	10,888
Allegany	-	10	41	51	47	36	42	34	15	8	2	-	-	3	289
Cattaraugus	-	12	66	70	62	61	53	55	42	17	14	-	-	2	454
Chautauqua	-	29	110	145	119	110	96	89	82	37	8	3	-	6	834
Erie	1	457	1,542	1,306	953	812	755	607	482	214	53	11	8	56	7,257
Genesee	-	19	54	78	77	44	44	42	31	20	8	-	-	6	423
Niagara	1	63	200	242	184	151	152	140	96	48	11	2	2	11	1,303
Orleans	-	1	18	22	25	23	15	13	15	6	1	-	-	1	140
Wyoming	-	5	24	32	34	25	24	14	14	7	5	-	1	3	188
2. Finger Lakes	1	419	1,575	1,531	1,315	1,100	923	705	604	309	96	32	6	62	8,678
Chemung	-	40	160	143	116	107	102	102	72	32	11	5	1	5	896
Livingston	-	7	29	50	37	33	41	24	27	7	3	3	-	2	263
Monroe	1	309	1,109	987	796	679	537	399	336	184	46	14	2	40	5,439
Ontario	-	17	105	117	117	81	74	58	54	34	9	4	-	4	674
Schuyler	-	3	14	14	8	5	12	5	7	5	1	1	-	3	78
Seneca	-	4	14	34	32	34	23	21	15	3	1	1	-	-	182
Steuben	-	24	95	105	130	93	80	61	52	22	14	1	1	6	684
Wayne	-	12	39	60	64	57	44	31	37	17	6	1	2	2	372
Yates	-	3	10	21	15	11	10	4	4	5	5	2	-	-	90
3. Central New York	-	499	1,498	1,551	1,353	1,079	969	881	730	345	94	21	5	71	9,096
Cayuga	-	18	76	64	52	49	47	51	38	28	5	2	-	2	432
Cortland	-	10	33	32	37	30	20	13	17	7	1	-	-	-	200
Herkimer	-	9	37	53	35	39	31	33	36	19	2	2	-	4	300
Jefferson	-	26	79	105	113	93	74	55	52	28	9	1	-	4	639
Lewis	-	2	7	22	14	9	13	21	10	2	-	-	-	1	101
Madison	-	11	34	46	35	36	38	28	30	7	2	1	1	4	273
Oneida	-	110	292	316	298	242	227	207	174	62	21	3	-	18	1,970
Onondaga	-	254	745	642	549	376	355	307	248	129	37	9	2	25	3,678
Oswego	-	12	47	58	62	47	43	41	32	16	3	-	-	7	368
St. Lawrence	-	29	81	133	93	103	81	94	63	33	6	-	1	3	720
Tompkins	-	18	67	80	65	55	40	31	30	14	8	3	1	3	415
4. NY-Penn	-	88	330	333	315	252	259	209	146	86	20	7	2	20	2,067
Broome	-	81	297	295	270	206	211	183	127	75	13	6	1	18	1,783
Chenango	-	5	24	23	33	25	26	15	14	6	6	-	1	2	180
Tioga	-	2	9	15	12	21	22	11	5	5	1	1	-	-	104

(Table A-1 cont'd.)

HSA Region, County	Under 20	20-4	25-9	30-4	35-9	40-4	45-9	50-4	55-9	60-4	65-9	70-4	Over 74	Non- response	Total
5. Northeastern															
New York	-	514	1,559	1,620	1,455	1,163	925	848	692	362	118	29	17	69	9,371
Albany	-	229	680	646	469	332	265	242	184	74	30	6	5	20	3,182
Clinton	-	29	65	82	71	64	57	59	36	13	2	2	-	4	484
Columbia	-	9	50	52	55	47	40	32	39	24	8	3	1	1	361
Delaware	-	8	28	38	31	29	29	14	21	12	3	-	-	3	216
Essex	-	5	17	23	31	20	23	19	21	8	3	1	-	-	171
Franklin	-	9	42	29	28	28	31	31	22	22	9	1	4	3	259
Fulton	-	9	39	44	48	31	32	42	24	18	4	2	1	2	296
Greene	-	7	18	21	26	27	19	9	17	11	1	1	-	3	160
Hamilton	-	1	3	4	5	4	1	2	-	1	-	-	-	-	21
Montgomery	-	12	39	49	54	49	34	31	33	20	5	2	-	3	331
Otsego	-	32	69	73	65	53	33	33	20	24	7	4	2	2	417
Rensselaer	-	67	157	150	145	109	81	85	60	27	8	1	-	4	894
Saratoga	-	7	38	72	99	77	49	46	34	20	4	-	1	3	450
Schenectady	-	66	217	193	180	155	141	110	102	50	14	2	1	14	1,245
Schoharie	-	-	9	18	7	10	8	11	14	8	5	1	-	-	91
Warren	-	14	62	94	98	87	54	56	48	19	9	2	-	3	546
Washington	-	10	26	32	43	41	28	26	17	11	6	1	2	4	247
6. Hudson Valley	-	540	1,776	1,877	1,968	1,832	1,533	1,171	927	479	134	47	17	143	12,444
Dutchess	-	52	238	322	318	296	282	208	145	83	19	8	-	28	1,999
Orange	-	76	252	315	345	240	203	148	109	50	16	4	2	13	1,773
Putnam	-	10	45	56	58	68	40	25	17	7	-	-	-	2	328
Rockland	-	53	176	208	285	287	245	209	126	44	10	3	2	24	1,672
Sullivan	-	11	60	51	55	35	41	24	32	13	6	1	-	2	331
Ulster	-	33	100	132	123	123	105	79	78	50	7	-	2	8	840
Westchester	-	305	905	793	784	783	617	478	420	232	76	31	11	66	5,501
7. City of New York	1	1,509	6,069	5,815	5,772	5,235	3,958	3,137	2,266	1,415	446	154	65	358	36,200
Bronx	1	223	811	827	788	804	560	431	338	153	46	10	3	51	5,046
Kings	-	246	1,179	1,296	1,359	1,369	1,145	860	582	347	111	31	15	82	8,622
New York	-	690	2,698	2,309	2,235	1,865	1,379	1,097	826	576	196	80	35	144	14,130
Queens	-	225	937	972	1,011	934	698	586	437	282	69	29	9	62	6,251
Richmond	-	125	444	411	379	263	176	163	83	57	24	4	3	19	2,151
8. Nassau-Suffolk	-	770	2,579	2,356	2,275	2,008	1,617	1,399	1,188	565	134	34	19	101	15,045
Nassau	-	537	1,638	1,267	1,041	880	717	665	650	323	82	16	11	57	7,884
Suffolk	-	233	941	1,089	1,234	1,128	900	734	538	242	52	18	8	44	7,161
Nonresponse	-	86	583	783	760	640	508	463	553	530	427	227	96	56	5,712
Total State of New York	4	5,021	18,024	17,812	16,714	14,571	11,873	9,807	7,883	4,448	1,571	567	238	968	109,501

Table A-2
In-state RNs Employed in Nursing in New York State
by County of Employment and Principal Employment Setting
(Counties Arranged by Health Systems Agency Regions)

HSA Region, County	Hospital	Nursing Home	School of Nursing	School	Physician Office	Public Health	Business, Industry	Armed Services	Diagnostic/Treatment Center	Self-Employed	Other	NR	Total
1. Western New York	6,945	975	349	459	477	603	209	7	73	124	539	128	10,888
Allegany	140	36	21	36	20	14	3	-	1	6	10	2	289
Cattaraugus	248	58	12	28	29	26	7	-	1	3	35	7	454
Chautauqua	497	90	17	45	59	57	14	-	2	6	37	10	834
Erie	4,792	564	213	234	266	407	136	3	64	93	392	93	7,257
Genesee	277	48	10	26	22	18	4	-	1	4	10	3	423
Niagara	811	129	70	65	63	67	42	4	4	10	29	9	1,303
Orleans	81	20	2	14	6	4	2	-	-	1	9	1	140
Wyoming	99	30	4	11	12	10	1	-	-	1	17	3	188
2. Finger Lakes	5,225	837	266	370	466	517	211	3	72	130	491	90	8,678
Chemung	544	62	39	35	77	52	17	-	3	8	51	8	896
Livingston	75	39	3	30	16	30	3	-	4	2	54	7	263
Monroe	3,310	561	163	187	241	336	156	2	56	97	276	54	5,439
Ontario	461	55	23	29	41	18	2	-	-	8	29	8	674
Schuyler	50	3	-	6	5	7	1	-	1	1	3	1	78
Seneca	122	17	-	4	6	8	7	-	2	1	13	2	182
Steuben	429	58	30	33	48	28	20	1	1	5	27	4	684
Wayne	177	37	3	38	28	34	5	-	5	5	34	6	372
Yates	57	5	5	8	4	4	-	-	-	3	4	-	90
3. Central New York	5,209	963	269	540	582	566	198	11	60	91	496	111	9,096
Cayuga	233	59	15	26	32	28	6	-	2	3	25	3	432
Cortland	111	27	-	19	10	21	4	-	-	1	7	-	200
Herkimer	185	31	3	26	9	20	9	-	1	4	10	2	300
Jefferson	411	63	16	27	43	30	7	1	3	5	26	7	639
Lewis	53	10	5	11	1	12	2	-	-	1	5	1	101
Madison	131	31	12	34	20	28	-	-	1	3	10	3	273
Oneida	1,102	230	58	87	135	116	31	6	11	19	145	30	1,970
Onondaga	2,197	331	121	166	229	223	95	3	32	40	192	49	3,678
Oswego	175	41	9	43	23	18	24	1	5	6	17	6	368
St. Lawrence	428	74	18	53	37	42	16	-	4	5	41	2	720
Tompkins	183	66	12	48	43	28	4	-	1	4	18	8	415
4. NY-Penn	1,167	258	50	104	117	144	41	1	9	35	120	21	2,067
Broome	1,064	192	48	71	101	114	29	1	8	29	107	19	1,783
Chenango	81	40	2	17	8	15	4	-	-	4	8	1	180
Tioga	22	26	-	16	8	15	8	-	1	2	5	1	104

(Table A-2 cont'd.)

HSA Region, County	Hospital	Nursing Home	School of Nursing	School	Physician's Office	Public Health	Business, Industry	Armed Services	Diagnostic/Treatment Center	Self-Employed	Other	NR	Total
5. Northeastern New York	5,552	1,008	281	521	485	563	133	9	45	141	492	141	9,371
Albany	2,012	272	90	106	139	174	73	2	22	49	190	53	3,182
Clinton	260	51	32	33	34	23	5	1	-	8	33	4	484
Columbia	148	88	15	21	32	16	1	-	6	9	21	4	361
Delaware	129	27	3	24	7	10	6	-	-	-	8	2	216
Essex	80	32	3	12	9	14	1	1	2	3	12	2	171
Franklin	113	30	6	15	27	16	-	1	2	3	32	14	259
Fulton	161	33	9	24	21	28	-	-	-	4	13	3	296
Greene	74	28	-	16	11	15	-	1	-	1	11	3	160
Hamilton	8	-	-	2	1	5	-	-	-	1	3	1	21
Montgomery	210	35	11	18	14	21	5	-	-	2	13	2	331
Otsego	273	37	15	29	13	15	1	-	5	5	18	6	417
Rensselaer	554	90	52	57	37	71	4	-	-	6	19	4	894
Saratoga	198	50	7	54	29	35	10	-	1	13	33	20	450
Schenectady	793	125	20	49	82	68	11	3	3	24	53	14	1,245
Schoharie	40	11	2	16	7	12	-	-	-	-	1	2	91
Warren	396	43	10	21	20	21	5	-	4	8	13	5	546
Washington	103	56	6	24	2	19	11	-	-	5	19	2	247
6. Hudson Valley	7,525	1,135	244	667	605	731	179	9	101	230	823	196	12,444
Dutchess	1,099	172	19	119	137	123	41	1	23	32	187	46	1,999
Orange	1,170	128	32	85	74	78	15	6	17	29	117	22	1,773
Putnam	204	18	5	20	20	27	-	-	3	4	20	7	328
Rockland	902	214	40	93	83	138	14	-	10	21	131	26	1,672
Sullivan	190	33	-	32	11	21	4	-	2	7	28	4	331
Ulster	429	76	18	59	86	60	14	-	2	27	55	14	840
Westchester	3,531	494	130	260	194	284	91	2	44	110	285	76	5,501
7. City of New York	27,514	2,459	511	273	605	1,878	557	24	279	585	1,051	464	36,200
Bronx	3,818	581	63	43	33	287	15	-	32	26	92	56	5,046
Kings	6,844	518	123	69	109	485	70	8	29	81	181	105	8,622
New York	10,956	411	213	88	284	605	406	15	109	396	455	192	14,130
Queens	4,489	650	60	49	139	379	60	1	69	68	207	80	6,251
Richmond	1,407	299	52	24	40	122	6	-	40	14	116	31	2,151
8. Nassau-Suffolk	10,105	971	306	946	550	816	185	1	106	256	620	183	15,045
Nassau	5,343	528	204	496	302	384	125	-	44	135	238	85	7,884
Suffolk	4,762	443	102	450	248	432	60	1	62	121	382	98	7,161
Nonresponse	2,654	210	147	101	106	199	59	180	40	245	248	1523	5,712
Total State of New York	71,896	8,816	2,423	3,981	3,993	6,017	1,772	245	785	1,837	4,880	2,856	109,501

Table A-3
In-state RNs by County of Mailing
Address and Employment Status
(Counties Arranged by Health Systems Agency Regions)

HSA Region, County	Employed Nursing Full-time	Employed Nursing Part-Time	Employed Other Field	Unemployed Seek Nursing Employment	Unemployed	Non- response	Total
1. Western New York	7,506	4,029	521	529	1,991	262	14,838
Allegany	205	128	22	14	50	5	424
Cattaraugus	384	166	29	15	106	15	715
Chautauqua	594	332	44	30	177	19	1,196
Erie	4,764	2,507	317	367	1,205	173	9,333
Genesee	297	190	18	17	73	4	599
Niagara	1,008	564	68	73	285	34	2,032
Orleans	105	50	9	3	44	3	214
Wyoming	149	92	14	10	51	9	325
2. Finger Lakes	5,376	3,473	448	416	1,667	213	11,593
Chemung	645	333	43	41	139	17	1,218
Livingston	264	120	20	21	74	15	514
Monroe	2,931	2,117	278	266	978	103	6,673
Ontario	473	285	26	30	144	28	986
Schuyler	73	42	7	1	14	6	143
Seneca	184	48	16	7	51	7	313
Steuben	446	237	33	33	147	21	917
Wayne	277	232	23	12	81	11	636
Yates	83	59	2	5	39	5	193
3. Central New York	6,297	3,119	559	427	1,878	235	12,515
Cayuga	340	168	26	26	109	12	681
Cortland	125	65	16	8	54	6	274
Herkimer	271	125	20	19	96	13	544
Jefferson	438	195	48	20	161	20	882
Lewis	101	58	11	4	28	5	207
Madison	207	111	20	17	81	6	442
Oneida	1,348	682	138	117	392	51	27,728
Onondaga	2,387	1,129	181	150	623	66	4,536
Oswego	288	174	23	22	99	16	622
St. Lawrence	523	249	49	24	156	30	1,031
Tompkins	269	163	27	20	79	10	568
4. NY-Penn	1,474	784	122	117	491	52	3,040
Broome	1,153	593	89	89	346	45	2,315
Chenango	151	78	9	11	55	4	308
Tioga	170	113	24	17	90	3	417

(Table A-3 cont'd.)

HSA Region, County	Employed Nursing Full-time	Employed Nursing Part-Time	Employed Other Field	Unemployed Seek Nursing Employment	Unemployed	Non- response	Total
5. Northeastern New York	6,223	3,678	547	381	1,697	240	12,766
Albany	1,625	881	127	97	374	54	3,158
Clinton	349	153	24	18	81	15	640
Columbia	283	183	28	23	79	5	601
Delaware	139	70	12	3	49	9	282
Essex	140	78	17	12	43	8	298
Franklin	177	78	16	7	58	9	345
Fulton	223	111	26	8	70	8	446
Greene	137	81	16	8	40	7	289
Hamilton	25	21	6	2	12	3	69
Montgomery	211	125	22	11	48	4	421
Otsego	311	124	17	10	65	16	543
Rensselaer	716	445	54	45	161	27	1,448
Saratoga	654	491	71	47	213	20	1,496
Schenectady	655	467	63	49	231	31	1,496
Schoharie	77	32	1	1	22	5	138
Warren	229	173	23	17	84	8	534
Washington	272	165	24	23	67	11	562
6. Hudson Valley	10,358	4,919	851	721	2,259	378	19,486
Dutchess	1,399	826	149	124	407	63	2,968
Orange	1,335	732	80	111	322	41	2,621
Putnam	385	290	40	31	103	8	857
Rockland	1,822	820	140	128	328	56	3,294
Sullivan	246	120	26	20	67	10	489
Ulster	610	441	70	43	204	21	1,389
Westchester	4,561	1,690	346	264	828	179	7,868
7. City of New York	27,522	5,998	1,285	1,112	2,285	964	39,166
Bronx	4,112	649	112	135	225	127	5,360
Kings	7,320	1,356	274	261	485	254	9,950
New York	6,995	1,300	482	232	527	247	9,783
Queens	7,230	1,756	311	377	773	278	10,725
Richmond	1,865	937	106	107	275	58	3,348
8. Nassau-Suffolk	11,875	6,168	787	991	2,526	416	22,763
Nassau	6,374	3,147	415	510	1,352	223	12,021
Suffolk	5,501	3,021	372	481	1,174	193	10,742
NR	527	175	43	46	131	27	949
State of New York	77,158	32,343	5,163	4,740	14,925	2,787	137,116

Table A-4
In-state RNs Employed in Nursing in New York State
by County of Employment and Racial/Ethnic Origin
(Counties Arranged by Health Systems Agency Regions)

HSA Region, County	American Indian	Asian	Black (not Hispanic)	Hispanic	White (not Hispanic)	Non- response	Total
1. Western New York	166	35	238	27	10,274	148	10,888
Allegany	3	—	1	3	277	5	289
Cattaraugus	9	2	2	—	439	2	454
Chautauqua	14	3	4	—	803	10	834
Erie	100	24	215	18	6,788	112	7,257
Genesee	11	2	2	1	404	3	423
Niagara	25	4	14	4	1,242	14	1,303
Orleans	2	—	—	1	137	—	140
Wyoming	2	—	—	—	184	2	188
2. Finger Lakes	108	46	146	20	8,262	96	8,678
Chemung	9	4	9	1	862	11	896
Livingston	1	1	2	—	254	5	263
Monroe	72	35	127	14	5,135	56	5,439
Ontario	8	1	1	2	655	7	674
Schuyler	—	1	—	—	76	1	78
Seneca	3	—	1	—	176	2	182
Steuben	10	3	4	2	657	8	684
Wayne	4	1	2	1	361	3	372
Yates	1	—	—	—	86	3	90
3. Central New York	120	60	59	19	8,738	100	9,096
Cayuga	10	2	—	2	415	3	432
Cortland	1	2	1	—	193	3	200
Herkimer	2	—	—	—	296	2	300
Jefferson	10	—	1	1	617	10	639
Lewis	—	—	—	—	101	—	101
Madison	2	1	—	3	266	1	273
Oneida	25	4	15	3	1,897	26	1,970
Onondaga	40	41	37	7	3,515	38	3,678
Oswego	6	2	2	—	351	7	368
St. Lawrence	18	2	—	1	694	5	720
Tompkins	6	6	3	2	393	5	415
4. NY-Penn	33	8	8	2	1,990	26	2,067
Broome	31	8	7	1	1,715	21	1,783
Chenango	2	—	1	1	173	3	180
Tioga	—	—	—	—	102	2	104

(Table A-4 cont'd.)

HSA Region, County	American Indian	Asian	Black (not Hispanic)	Hispanic	White (not Hispanic)	Non- response	Total
5. Northeastern New York	153	56	88	28	8,928	118	9,371
Albany	66	33	46	13	2,986	38	3,182
Clinton	10	1	4	-	467	2	484
Columbia	2	2	4	1	349	3	361
Delaware	2	-	-	1	211	2	216
Essex	4	-	2	-	165	-	171
Franklin	3	1	-	1	250	4	259
Fulton	5	1	1	-	283	6	296
Greene	1	-	1	-	155	3	160
Hamilton	-	-	1	2	17	1	21
Montgomery	3	4	1	-	316	7	331
Otsego	8	2	2	-	400	5	417
Rensselaer	13	5	6	1	860	9	894
Saratoga	4	-	1	3	435	7	450
Schenectady	20	6	14	4	1,185	16	1,245
Schoharie	-	-	-	-	89	2	91
Warren	10	-	1	1	526	8	546
Washington	2	1	4	1	234	5	247
6. Hudson Valley	162	493	621	108	10,831	229	12,444
Dutchess	28	20	65	12	1,848	26	1,999
Orange	32	15	34	19	1,647	26	1,773
Putnam	2	2	3	3	311	7	328
Rockland	14	101	112	19	1,395	31	1,672
Sullivan	2	6	12	2	303	6	331
Ulster	16	4	10	4	785	21	840
Westchester	68	345	385	49	4,542	112	5,501
7. City of New York	316	4,051	10,447	1,396	18,536	1,454	36,200
Bronx	37	510	1,812	357	2,094	236	5,046
Kings	71	657	3,937	276	3,251	430	8,622
New York	121	1,883	3,116	594	7,890	526	14,130
Queens	59	804	1,488	138	3,532	230	6,251
Richmond	28	197	94	31	1,769	32	2,151
8. Nassau-Suffolk	165	275	735	175	13,437	258	15,045
Nassau	82	147	445	64	7,004	142	7,884
Suffolk	83	128	290	111	6,433	116	7,161
NR	74	127	379	58	4,978	146	5,712
State of New York	1,279	5,151	12,721	1,833	85,924	2,575	109,501

Table A-5
In-State RNs by County of Employment and
Full-and Part-Time Employment in Nursing in New York State
(Counties Arranged by Health Systems Agency Regions)

HSA Region, County	Employed in Nursing Full-Time	Employed in Nursing Part-Time	Total Employed in Nursing
1. Western New York	7,038	3,850	10,888
Allegany	172	117	289
Cattaraugus	313	141	454
Chautauqua	508	326	834
Erie	4,780	2,477	7,257
Genesee	243	180	423
Niagara	814	489	1,303
Orleans	95	45	140
Wyoming	113	75	188
2. Finger Lakes	5,285	3,393	8,678
Chemung	585	311	896
Livingston	174	89	263
Monroe	3,201	2,238	5,439
Ontario	448	226	674
Schuyler	46	32	78
Seneca	143	39	182
Steuben	439	245	684
Wayne	205	167	372
Yates	44	46	90
3. Central New York	6,099	2,997	9,096
Cayuga	279	153	432
Cortland	133	67	200
Herkimer	197	103	300
Jefferson	437	202	639
Lewis	62	39	101
Madison	177	96	273
Oneida	1,301	669	1,970
Onondaga	2,538	1,140	3,678
Oswego	219	149	368
St. Lawrence	500	220	720
Tompkins	256	159	415
4. NY-Penn	1,347	720	2,067
Broome	1,168	615	1,783
Chenango	119	61	180
Tioga	60	44	104

(Table A-5 cont'd.)

HSA Region, County	Employed in Nursing Full-Time	Employed in Nursing Part-Time	Total Employed in Nursing
5. Northeastern New York	5,905	3,466	9,371
Albany	2,063	1,119	3,182
Clinton	342	142	484
Columbia	222	139	361
Delaware	149	67	216
Essex	104	67	171
Franklin	180	79	259
Fulton	197	99	296
Greene	97	63	160
Hamilton	12	9	21
Montgomery	199	132	331
Otsego	308	109	417
Rensselaer	554	340	894
Saratoga	243	207	450
Schenectady	699	546	1,245
Schoharie	61	30	91
Warren	323	223	546
Washington	152	95	247
6. Hudson Valley	8,236	4,208	12,444
Dutchess	1,280	719	1,999
Orange	1,079	694	1,773
Putnam	154	174	328
Rockland	1,046	626	1,672
Sullivan	231	100	331
Ulster	471	369	840
Westchester	3,975	1,526	5,501
7. City of New York	29,765	6,435	36,200
Bronx	4,339	707	5,046
Kings	7,326	1,296	8,622
New York	11,936	2,194	14,130
Queens	4,774	1,477	6,251
Richmond	1,390	761	2,151
8. Nassau-Suffolk	9,690	5,355	15,045
Nassau	5,217	2,667	7,884
Suffolk	4,473	2,688	7,161
NR	3,793	1,919	5,712
State of New York	77,158	32,343	109,501

Table A-6
In-state RNs Employed in Nursing in
New York State by County of Employment and Basic Nursing
Preparation (Counties Arranged by Health Systems Agency Regions)

HSA Region, County	Diploma	Associate	Bachelor's	Non-Response	Total
1. Western New York	5,530	2,812	2,519	27	10,888
Allegany	152	90	45	2	289
Cattaraugus	257	137	59	1	454
Chautauqua	428	314	90	2	834
Erie	3,701	1,609	1,931	16	7,257
Genesee	205	148	69	1	423
Niagara	595	419	285	4	1,303
Orleans	81	39	20	-	140
Wyoming	111	56	20	1	188
2. Finger Lakes	4,594	2,072	1,994	18	8,678
Chemung	629	187	78	2	896
Livingston	170	61	30	2	263
Monroe	2,638	1,198	1,592	11	5,439
Ontario	334	224	115	1	674
Schuyler	47	18	13	-	78
Seneca	124	43	15	-	182
Steuben	383	219	80	2	684
Wayne	223	102	47	-	372
Yates	46	20	24	-	90
3. Central New York	5,369	2,257	1,445	25	9,096
Cayuga	276	114	40	2	432
Cortland	99	66	34	1	200
Herkimer	196	65	39	-	300
Jefferson	374	205	58	2	639
Lewis	58	27	16	-	101
Madison	144	84	44	1	273
Oneida	1,274	468	221	7	1,970
Onondaga	2,068	828	772	10	3,678
Oswego	224	100	44	-	368
St. Lawrence	456	179	84	1	720
Tompkins	200	121	93	1	415
4. NY-Penn	1,327	427	310	3	2,067
Broome	1,149	369	263	2	1,783
Chenango	104	45	31	-	180
Tioga	74	13	16	1	104

(Table A-6 cont'd.)

HSA Region, County	Diploma	Associate	Bachelor's	Non-Response	Total
5. Northeastern New York	5,386	2,405	1,564	16	9,371
Albany	1,713	900	564	5	3,182
Clinton	306	71	107	—	484
Columbia	241	88	32	—	361
Delaware	125	52	39	—	216
Essex	109	27	34	1	171
Franklin	167	55	36	1	259
Fulton	170	90	35	1	296
Greene	102	36	22	—	160
Hamilton	15	2	4	—	21
Montgomery	215	84	32	—	331
Otsego	195	105	117	—	417
Rensselaer	540	202	150	2	894
Saratoga	257	118	74	1	450
Schenectady	747	303	193	2	1,245
Schoharie	62	18	11	—	91
Warren	275	191	77	3	546
Washington	147	63	37	—	247
6. Hudson Valley	6,515	3,736	2,158	35	12,444
Dutchess	1,126	640	231	2	1,999
Orange	812	735	223	3	1,773
Putnam	182	95	51	—	328
Rockland	773	623	274	2	1,672
Sullivan	155	134	40	2	331
Ulster	478	256	106	—	840
Westchester	2,989	1,253	1,233	26	5,501
7. City of New York	17,113	8,672	10,139	276	36,200
Bronx	2,227	1,421	1,362	36	5,046
Kings	4,344	2,234	1,964	80	8,622
New York	6,305	2,719	4,997	109	14,130
Queens	3,249	1,560	1,404	38	6,251
Richmond	988	738	412	13	2,151
8. Nassau-Suffolk	7,352	3,863	3,794	36	15,045
Nassau	3,506	1,990	2,372	16	7,884
Suffolk	3,846	1,873	1,422	20	7,161
NR	2,927	1,445	1,317	23	5,712
State of New York	56,113	27,689	25,240	459	109,501

Table A-7
In-state RNs Employed in Nursing in New York State
by County of Employment and Highest Credential Held
(Counties Arranged by Health Systems Agency Regions)

HSA Region, County	Diploma	Associate	Bachelor's Nursing	Bachelor's Other	Master's Nursing	Master's Other	Doctorate Nursing	Doctorate Other	Non- Response	Total
1. Western New York	4,838	2,559	2,387	355	462	170	6	34	77	10,888
Allegany	131	82	45	10	10	9	—	1	1	289
Cattaraugus	228	132	53	20	8	9	—	—	4	454
Chautauqua	402	297	81	23	13	8	—	—	10	834
Erie	3,185	1,431	1,855	243	352	108	3	29	51	7,257
Genesee	183	136	65	13	15	8	1	—	2	423
Niagara	532	392	250	31	59	26	2	4	7	1,303
Orleans	74	36	22	6	—	1	—	—	1	140
Wyoming	103	53	16	9	5	1	—	—	1	188
2. Finger Lakes	3,905	1,927	1,886	343	410	126	8	17	56	8,678
Chemung	552	171	87	34	22	23	1	2	4	896
Livingston	151	55	35	10	5	5	—	—	2	263
Monroe	2,163	1,119	1,475	224	331	69	6	14	38	5,439
Ontario	293	208	120	20	22	7	—	1	3	674
Schuyler	43	17	13	3	1	1	—	—	—	78
Seneca	111	40	17	8	1	4	—	—	1	182
Steuben	345	198	80	24	17	13	1	—	6	684
Wayne	203	100	43	17	3	4	—	—	2	372
Yates	44	19	16	3	8	—	—	—	—	90
3. Central New York	4,576	1,975	1,607	447	271	155	4	9	52	9,096
Cayuga	248	108	44	18	6	6	—	—	2	432
Cortland	88	60	30	10	4	8	—	—	—	200
Herkimer	182	59	43	12	—	3	—	—	1	300
Jefferson	336	196	72	15	13	2	2	—	3	639
Lewis	51	26	17	5	1	—	—	—	1	101
Madison	122	71	47	12	10	7	—	1	3	273
Oneida	1,042	406	315	127	35	31	1	2	11	1,970
Onondaga	1,715	706	829	163	176	61	1	6	21	3,678
Oswego	203	86	51	14	6	3	—	—	5	368
St. Lawrence	413	158	79	36	6	23	—	—	5	720
Tompkins	176	99	80	35	14	11	—	—	—	415
4. NY-Penn	1,174	375	312	88	69	29	2	5	13	2,067
Broome	1,013	323	272	76	63	18	2	4	12	1,783
Chenango	94	40	24	8	4	9	—	1	—	180
Tioga	67	12	16	4	2	2	—	—	1	104

(Table A-7 cont'd.)

HSA Region, County	Diploma	Associate	Bachelor's Nursing	Bachelor's Other	Master's Nursing	Master's Other	Doctorate Nursing	Doctorate Other	Non- Response	Total
5. Northeastern New York	4,747	2,160	1,435	448	308	163	10	16	84	9,371
Albany	1,460	768	544	168	136	66	5	5	30	3,182
Clinton	274	68	72	27	24	13	2	-	4	484
Columbia	215	80	30	16	8	4	-	2	6	361
Delaware	105	51	33	17	3	6	-	-	1	216
Essex	98	28	26	12	5	1	-	1	-	171
Franklin	160	53	29	9	3	3	-	-	2	259
Fulton	152	87	32	12	7	1	-	-	5	296
Greene	90	32	28	5	1	3	1	-	-	160
Hamilton	12	2	4	1	1	1	-	-	-	21
Montgomery	196	78	26	11	12	3	-	-	5	331
Otsego	163	92	96	32	18	14	-	-	2	417
Rensselaer	456	180	147	31	45	18	1	7	9	894
Saratoga	241	109	67	19	6	3	-	-	5	450
Schenectady	685	277	189	50	18	19	1	1	5	1,245
Schoharie	54	17	11	5	1	3	-	-	-	91
Warren	253	177	67	22	16	3	-	-	8	546
Washington	133	61	34	11	4	2	-	-	2	247
6. Hudson Valley	5,265	3,255	2,101	908	482	293	34	11	95	12,444
Dutchess	964	567	219	136	59	34	1	2	17	1,999
Orange	687	694	217	89	46	29	2	-	9	1,773
Putnam	151	86	63	14	7	4	1	-	2	328
Rockland	599	527	300	129	56	45	2	2	12	1,672
Sullivan	137	121	40	18	7	6	-	-	2	331
Ulster	428	227	97	48	20	15	3	-	2	840
Westchester	2,299	1,033	1,165	474	287	160	25	7	51	5,501
7. City of New York	12,564	7,194	8,589	3,470	2,288	1,369	109	89	528	36,200
Bronx	1,618	1,153	1,142	533	312	192	16	5	75	5,046
Kings	3,144	1,825	1,730	967	448	334	15	15	144	8,622
New York	4,434	2,222	4,097	1,258	1,193	589	72	55	210	14,130
Queens	2,580	1,336	1,261	530	236	219	3	9	77	6,251
Richmond	788	658	359	182	99	35	3	5	22	2,151
8. Nassau-Suffolk	5,785	3,397	3,603	994	597	512	32	17	108	15,045
Nassau	2,741	1,746	2,241	449	361	256	26	7	57	7,884
Suffolk	3,044	1,651	1,362	545	236	256	6	10	51	7,161
NR	2,846	824	994	360	275	269	9	33	102	5,712
State of New York	45,700	23,666	22,914	7,413	5,162	3,086	214	231	1,115	109,501

82-8222

NOTICE: Please complete and return the questionnaire with your reregistration application and fee to the State Education Department—Division of Professional Licensing Services. Information from items 4 through 18 will be made available to the New York State Health Planning Commission, and to other agencies having legitimate need for the information for planning purposes in aggregate form. Name and license number will be used only by the State Education Department for matching with the professional registration file of the Division of Professional Licensing Services.

INSTRUCTIONS: Where information is requested, please print, within the spaces provided. Where multiple choices are offered, indicate the **ONE** most appropriate response by its number, which appears in parentheses.

NEW YORK STATE EDUCATION DEPARTMENT

Registered Nurse Manpower Survey 1983

Side One

1. NYS License Number _____

2. Name _____

last 01-06 first 18-26 m.i. 27

3. Mailing Address _____

City/Town/Village _____

County _____ **State** _____ **Zip Code** _____

4. Sex (1) Male (2) Female _____

5. Date of Birth (1) Month _____ (2) Day _____ (3) Year _____

6. Racial/Ethnic Origin

(1) American Indian or Alaskan Native _____

(2) Asian or Pacific Islander _____

(3) Black (not Hispanic) _____

(4) Hispanic _____

(5) White (not Hispanic) _____

7. Basic Nursing Educational Preparation

(1) Diploma _____

(2) Associate Degree _____

(3) Bachelor's Degree or Higher _____

8. Location of Basic Nursing Program

(1) New York State _____

(2) Other U.S. State _____

print state

(3) Foreign Country _____

print country

Office Use Only

12. Employment Status

(1) Employed in Nursing Full-Time (37.5 or more hours per week) _____

(2) Employed in Nursing Part-Time (less than 37.5 hours per week) _____

(3) Employed in Field Other Than Nursing _____

(4) Unemployed But Seeking Employment in Nursing _____

(5) Unemployed But Not Seeking Employment in Nursing _____

13. If Not Employed in Nursing, Most Important Reason, and, if Appropriate, Second Most Important Reason

(1) Family Responsibility _____ (most important) _____

(2) Student _____

(3) Salary Unacceptable _____ (second most important) _____

(4) Unsatisfactory Personnel Policies _____

(5) Unsatisfactory Working Conditions _____

(6) Need Updating in Knowledge/Skills _____

(7) Prefer Employment in Field Other Than Nursing _____

(8) Retired _____

(9) Other _____

NOTE: If you are unemployed, or employed in a field other than nursing, do not complete the remainder of this form.

If you are employed in nursing, either full-time or part-time, please complete questions 14 through 18.

14. Location of Present Employment

City/Town/Village _____

County _____ **State** _____ **Zip Code** _____

15. Principal Place of Employment

(01) Hospital _____

(02) Nursing Home (skilled or health related) _____

(03) School of Nursing _____

(04) School/College Health Services _____

(05) Physician's or Dentist's Office _____

(06) Community/Public Health Agency (including home health agency) _____

(07) Business or Industry _____

(08) Armed Services _____

(09) Diagnostic or Treatment Center (including HMO's) _____

(10) Self-Employed _____

(11) Other (specify) _____

9. Year of Graduation From Basic Nursing Program _____

10. Highest Degree Held

(1) Diploma _____

(2) Associate Degree _____

(3) Bachelor's Degree—Nursing _____

(4) Bachelor's Degree—Other Field _____

(5) Master's Degree—Nursing _____

(6) Master's Degree—Other Field _____

(7) Earned Doctorate—Nursing _____

(8) Earned Doctorate—Other Field _____

11. If Applicable: Major Post-Baccalaureate Graduate Level Nursing Specialty Area

(01) General Practice _____

(02) Medical/Surgical (adult health) _____

(03) Gerontology _____

(04) Family Health _____

(05) Maternal-Child _____

(06) Obstetric/Gynecologic _____

(07) Pediatrics _____

(08) Psychiatric/Mental Health _____

(09) Nurse-Midwifery _____

(10) Nurse Anesthesia _____

(11) Occupational Health _____

(12) Rehabilitation _____

(13) Community/Public Health _____

(14) School Nursing _____

(15) Administration/Supervision _____

(16) Teaching _____

(17) Research _____

(18) Other (specify) _____

16. Primary Responsibility in Present Position

(1) Patient Care _____

(2) Teaching _____

(3) Supervision _____

(4) Administration _____

(5) Research _____

(6) Consultation _____

(7) Other (specify) _____

17. Major Clinical Teaching or Practice Area

(01) General Practice _____

(02) Medical/Surgical (adult health) _____

(03) Gerontology _____

(04) Family Health _____

(05) Maternal-Child _____

(06) Obstetric/Gynecologic _____

(07) Pediatrics _____

(08) Psychiatric/Mental Health _____

(09) Nurse-Midwifery _____

(10) Nurse Anesthesia _____

(11) Occupational Health _____

(12) Rehabilitation _____

(13) Community/Public Health _____

(14) School Nursing _____

(15) Administration/Supervision _____

(16) Teaching _____

(17) Research _____

(18) Other (specify) _____

18. Annual Gross Salary From Nursing

(01) Less than \$10,000 _____

(02) \$10,000-\$15,000 _____

(03) \$15,001-\$20,000 _____

(04) \$20,001-\$25,000 _____

(05) \$25,001-\$30,000 _____

(06) \$30,001-\$35,000 _____

(07) \$35,001-\$40,000 _____

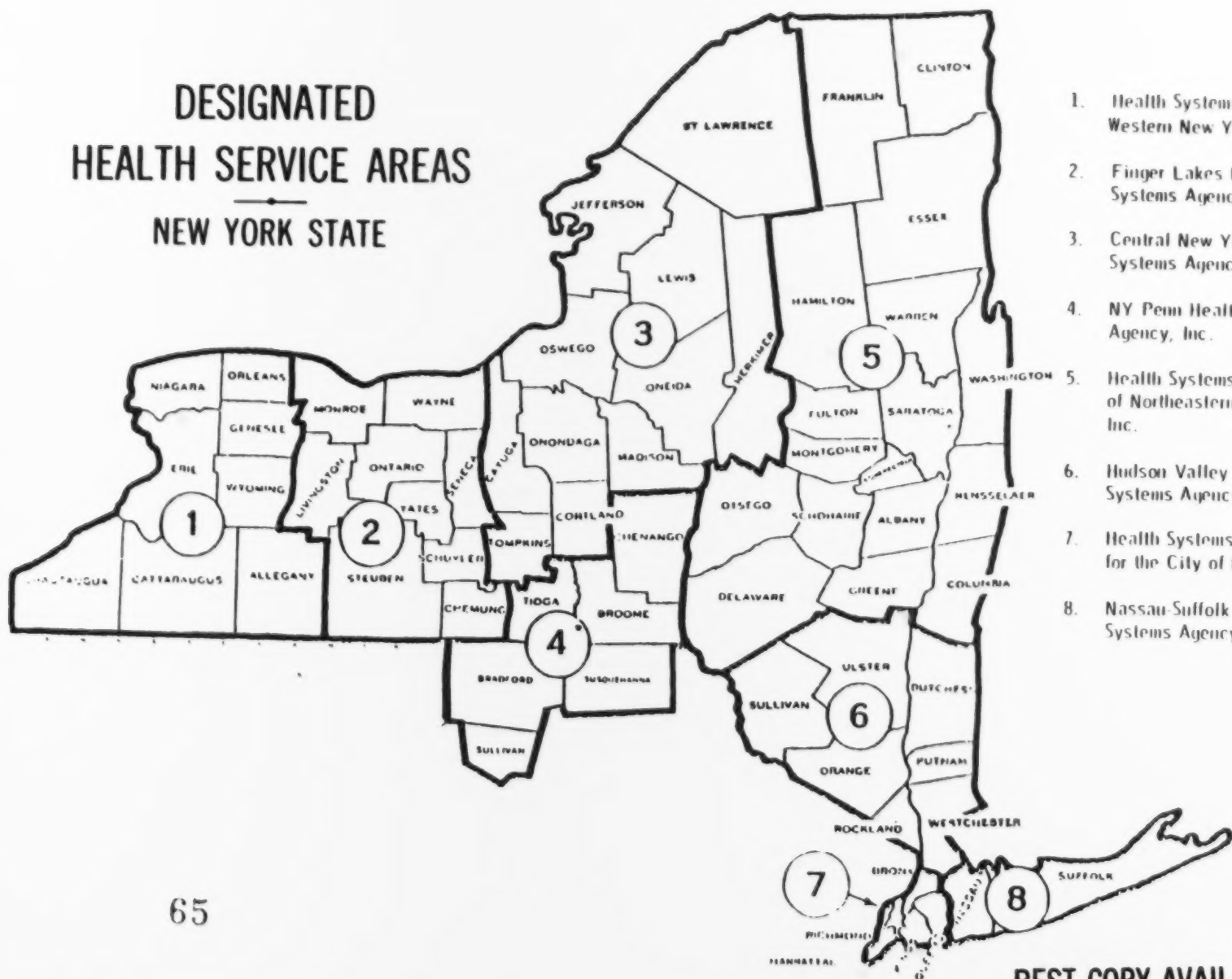
(08) \$40,001-\$45,000 _____

(09) \$45,001-\$50,000 _____

(10) Over \$50,000 _____

Side Two

DESIGNATED HEALTH SERVICE AREAS NEW YORK STATE



1. Health Systems Agency of Western New York, Inc.
2. Finger Lakes Health Systems Agency, Inc.
3. Central New York Health Systems Agency, Inc.
4. NY Penn Health Systems Agency, Inc.
5. Health Systems Agency of Northeastern New York, Inc.
6. Hudson Valley Health Systems Agency, Inc.
7. Health Systems Agency for the City of New York
8. Nassau-Suffolk Health Systems Agency, Inc.